

CHILD AND FAMILY STRENGTHENING ADVISORY BOARD OF SAN DIEGO COUNTY
BY-LAWS

Article 1 **Purpose and Authority**

Section A The Child and Family Strengthening Advisory Board of San Diego County (“Advisory Board”) is established by San Diego County Administrative Code Article IIIv (Section 84.700 through 84.710).

Section B The mission of the Advisory Board is to serve as a platform for cross-sector collaboration and transparent monitoring and accountability of the San Diego County child welfare system to ensure the safety and well-being of children and families. Monitoring should include, but not be limited to, the review and evaluation of San Diego County's child welfare system such as: needs, trends, programs, services, facilities, activities, outcomes and other areas including the Child Welfare Services departmental budget, policies, and priorities, to identify gaps, support the implementation of system wide changes, discuss impacts of upcoming state or federal policies, advocate on behalf of children, youth and families, and encourage active participation by child welfare system partners. The Advisory Board also serves as the designated child abuse prevention coordinating body and local children's trust fund body as set forth in California Welfare and Institutions Code Sections 18982 *et seq.* and 18965 *et seq.*

Section C The Advisory Board is a non-partisan, non-sectarian, non-profit making organization. It does not take part officially in, nor does it lend its influence to any political issues.

Section D The Advisory Board is advisory to the Board of Supervisors, the Chief Administrative Officer, the Health and Human Services Agency Director, and the Child Welfare Services Director. The Advisory Board is not empowered by ordinance to render a decision of any kind on behalf of the County of San Diego or its appointed or elected officials.

Article 2 **Membership and Term of Office**

Section A Pursuant to County Administrative Code Section 84.702, the Advisory Board consists of twenty-five (25) voting members as follows:

- (a) Two (2) members of the Board of Supervisors who shall serve as Co-Chairs
- (b) Supervisors not serving on the Advisory Board shall each appoint one (1) constituent as a Supervisorial District representative
- (c) Presiding Judge of the Juvenile Court or designee
- (d) Health and Human Services Agency Director (Agency Director) or designee
- (e) Child Welfare Director or designee
- (f) Chief Probation Officer or designee
- (g) First 5 San Diego Executive Director or designee
- (h) Persons recommended by the Co-Chairs and the Agency Director who represent each of the following categories:
 - (1) Former foster youth
 - (2) Foster parent association

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- (3) Foster family agency
- (4) Congregate care provider
- (5) Court Appointed Special Advocate
- (6) Legal counsel for minors in juvenile court
- (7) Legal counsel for parents in juvenile court
- (8) San Diego County Office of Education
- (9) Juvenile justice community-based organization
- (10) Children's health care professional
- (11) Social worker
- (12) A.B. and Jessie Polinsky Children's Center
- (13) San Pasqual Academy
- (14) Two (2) individuals with lived experience who reflect over-represented populations in the system with a preference for former foster youth.

- Section B** Pursuant to County Administrative Code Section 84.703, terms are as follows:
- (a) Supervisors shall be appointed for a term as determined by the Board of Supervisors.
 - (b) Supervisorial District representatives shall serve a term concurrent with the appointing Supervisor's term of office.
 - (c) The term for the Presiding Judge of the Juvenile Court, Health and Human Services Agency Director, Child Welfare Director, First 5 Executive Director, and Chief Probation Officer or their designees shall be concurrent with their service in their respective positions.
 - (d) All other members shall serve a term of four (4) years.
 - (e) Any member whose term has expired shall continue their duties until a successor is appointed. The reelection of a member of the Board of Supervisors shall not automatically extend the term of any member of the Advisory Board.
 - (f) If a vacancy occurs in mid-term, the new appointee shall serve for the remainder of the term of the member being replaced.

- Section C** Pursuant to County Administrative Code Section 84.704, a vacancy shall be recognized before the expiration of the term upon the occurrence of any of the following:
- (a) The death of the incumbent.
 - (b) The resignation of the incumbent.
 - (c) For a Supervisorial District representative, if their appointing Supervisor becomes a member of the Advisory Board.
 - (d) Unexcused absences from more than half of the regularly scheduled full Advisory Board meetings in any twelve (12) month period.

Article 3 **Duties and Responsibilities**

- Section A** Pursuant to County Administrative Code Section 84.701, the duties and responsibilities of the Advisory Board are as follows:
- (a) The Advisory Board shall serve as an informational resource to the Board of

CHILD AND FAMILY STRENGTHENING ADVISORY BOARD OF SAN DIEGO COUNTY
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- Supervisors on issues related to child abuse and neglect and advise the Board of Supervisors, Chief Administrative Officer, Health and Human Services Director, and Child Welfare Services Director.
- (b) Review and evaluate the County's child welfare related services, programs, facilities, and new issues as they arise and review and comment on such evaluations of the County conducted by other entities or bodies as needed.
 - (c) Collaborate and communicate with other advisory boards on issues of mutual concern.
 - (d) Submit an annual report and dashboard to the Board of Supervisors on the needs and performance of the County child welfare system.
 - (e) Review and comment on items related to child welfare before consideration by the Board of Supervisors.
 - (f) Review and comment on the County's performance outcome data, as it relates to child welfare matters, and communicate its findings to the Board of Supervisors.
 - (g) Review and comment on the outreach efforts used to engage citizen involvement on this Advisory Board.
 - (h) Provide a forum for interagency cooperation and coordination in the prevention, detection, treatment and legal processing of child abuse cases.
 - (i) Promote public awareness of the abuse and neglect of children and the resources available for intervention and treatment.
 - (j) Encourage and facilitate training of professionals in the detection, treatment, and prevention of child abuse and neglect.
 - (k) Recommend improvements in services to families and victims who are in the public charge, as well as children, youth, and families whose safety and welfare may be at risk.
 - (l) Encourage and facilitate community support for child abuse and neglect, and family support programs.
 - (m) To carry out the purposes of Welfare and Institutions Code Sections 18965 *et seq.* regarding proposals to be funded by the children's trust fund:
 - (1) Establish criteria for determining those programs which may receive funding,
 - (2) Accept all program proposals that meet criteria set by the Advisory Board,
 - (3) Prioritize the proposals in compliance with County procurement policies where applicable, and
 - (4) Recommend to the Board of Supervisors those proposals that the Advisory Board agrees merits funding.
 - (n) Collect and publish data relevant to the state and local children's trust funds as required by California Welfare and Institutions Code Section 18970.
 - (o) Develop a protocol for interagency coordination and provide a yearly report to the Board of Supervisors as required by California Welfare and Institutions Code Section 18983.6.

Article 4 **Officers**

Section A Pursuant to County Administrative Code Section 84.705, the two appointed

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members of the Board of Supervisors shall serve as the Co-Chairs. In order to efficiently conduct Advisory Board business, among the Co-Chairs there shall be a First Co-Chair and a Second Co-Chair. Unless otherwise agreed by the Co-Chairs, the Co-Chair with the longest current length of service on the Advisory Board shall be the First Co-Chair. The Advisory Board may elect from its membership any other officers as deemed necessary for the conduct of its business who shall serve until the end of the calendar year in which they were appointed, or until a successor is appointed.

Section B The First Co-Chair provides general supervisory guidance to the Advisory Board and presides over the meetings. The First Co-Chair shall be the sole official spokesperson for the Advisory Board unless this responsibility is delegated in writing.

Section C In the absence of the First Co-Chair, the Second Co-Chair assumes the duties and responsibilities of that position.

Section D The assigned staff or assigned officer will record the minutes of all Advisory Board meetings and handle official correspondence, keep the roll, certify the presence of a quorum, maintain a list of all active representatives, and keep records of actions as they occur at each meeting. It is the responsibility of the staff assigned to the Advisory Board to assure that posting of meeting notices occurs in compliance with the Ralph M. Brown Act and to keep a record of such posting, and to reproduce and distribute the Advisory Board notices and minutes of all meetings.

Article 5 **Committees**

Section A The Advisory Board may establish one or more advisory committees to provide technical and professional expertise beneficial in accomplishing the Advisory Board's purposes.

Section B The Advisory Board may form ad-hoc committees on an as needed basis for the purpose of carrying out the functions and duties of the Advisory Board.

Section C The purpose and scope of each committee shall be outlined in writing and approved by the Advisory Board.

Section D The Advisory Board may select from its membership committee chairs to carry out the purpose and scope of each committee. Either the committee chair, or designated staff to the Advisory Board shall be responsible for the keeping of records of all actions and reports of the subcommittee on a regular basis. A committee chairperson shall not act as spokesperson for the Advisory Board unless authorized to do so in writing pursuant to Article 4, Section B.

Section E The actions and recommendations of any committee shall not be deemed the action of the Advisory Board.

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Article 6 **Organizational Procedures**

Section A The First Co-Chair may formulate specific procedural rules for the conduct of the meetings (“Rules of Procedure”) where not in conflict with these bylaws, and subject to approval or ratification by the Advisory Board. Such Rules of Procedure shall be posted on the Advisory Board’s website and may be updated from time to time. Robert's Rules of Order will govern the operation of the Advisory Board in all cases not covered by Rules of Procedure or these by-laws.

Section B Voting is on the basis of one vote per person and no proxy, or absentee voting is permitted.

Section C A majority of members currently appointed to the Advisory Board, including one Co-Chair, shall constitute a quorum. A majority of members in attendance including one Co-Chair shall be required to carry any motion or approval.

Section D The Advisory Board shall establish a regular meeting schedule and shall give public notice of the time and place of public forums and meetings in compliance with the requirements of the Ralph M. Brown Act.



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Summary of Ad-hoc Committee Meeting

Ad-hoc Committee:

| | |
|---------------|--------------|
| Race & Equity | 1:00-2:30 pm |
|---------------|--------------|

Date: Wednesday, December 9, 2020

Location: Virtual via Zoom

Facilitators: Sandra McBrayer

Meeting Staff: Sarah Rafi, Rachel Weber, Jocelyn Nunez

Race & Equity Ad-hoc Committee Summary: 41 attendees took part in the Ad-hoc Committee.

Advisory Members Participating: Adam Reed, Kim Giardina, Scott Huizar, Crystal Irving, Armand King, Carolyn Griesemer, Jeff Wiemann, Melissa Villagomez, Sade Burrell, Ana Espana, Stephen Moore, Jessica Heldman.

Sandra McBrayer opened the meeting and provided a brief overview of the agenda and Sarah Rafi reviewed the meeting materials. Sandra explained how the meeting was being conducted via the Zoom platform and provided attendees multiple ways to ask questions during the meeting.

CWS Outcome Metrics

Kim shared that outcomes metrics are included in the CWS Data Dashboard that is on the CWS website https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/cs/CWS_dashboard/CWS_Dashboard_Oct2020.pdf. She stated that several metrics were requested to be shared at the previous Ad-hoc Committee meeting, such as the racial and ethnic breakdown of staff in CWS, staff retention metrics and the metric regarding improving the number of staff of color in CWS leadership positions. Kim stated that CWS is awaiting permission to add these metrics to the website.

Metrics requested at the previous meeting that are available online currently (2019 data).

- Percentage of African American children in foster care was 16%, 209 children.
- Number of children placed with relatives, 688 of 2,096 (total of 632 relative caregivers).
- 888 relative caregivers out of a total of 1,642 are caregivers of color (54%).
 - One participant requested a deep dive on the number of African American foster children placed with non-relatives.
- One participant asked the number of foster children placed in non-English speaking homes. Kim stated that data is not available at this time.

Update on the County of San Diego Office of Racial Equity

Sandra shared that the Office of Racial Equity has not hired a director yet due to increasing their interview panel and augmenting their selection process.

- One participant asked for the reason for the delay and wanted to know the racial and ethnic breakdown of the interview panel.

Discuss Time of Day for Ad-hoc Meeting

Sandra opened the item for discussion.

- Several participants stated that the time of the meeting is not conducive for working people. The participant suggested after 5pm and alternating the time. Other participants agreed with alternating the time from 1pm to after 5pm.
- One participant suggesting inquiring with the community regarding the best time. Another participant agreed and suggested conducting a poll with the community.
- One participant requested email reminders of upcoming meetings (4 weeks out).
- One participant suggested each member bring 1-2 people to each Ad-hoc Committee meeting.

Brainstorm ways to encourage participation and how to better include birth parent and youth voices in meetings

Sandra opened the item for discussion.

- One participant wanted to ensure confidentiality of birth parent input. Another participant stated birth parents cannot share facts about their open case as they must have approval from the Presiding Judge.
- Several participants suggested enlisting birth parents to be a part of this committee. Sandra requested names be sent in of people who are interested in joining meetings.
- One participant stated we need to allow community members to share their negative concerns.
- One participant suggested allowing people to remain anonymous and suggested exploring compensating birth parents.
- One participant inquired if Advisory Board members have attended implicit bias training.
 - Sandra replied that most Advisory Board members have attended bias training individually. Additionally, she stated that all Advisory Board members were invited to the Implicit Bias training held in November 2020 and the Racial Impact Statements training held in August 2020.
- One participant asked if a birth parent can waive their right to talk about their case. Sandra stated that she will discuss this with attorneys that represent birth parents and the county attorneys and the Juvenile Court Bench.
- One participant stated she has heard that some birth parents are struggling with receiving help in the CWS system.
 - Kim Giardina encouraged staff to use the current process for families who are having issues (elevate to supervisor, manager, Ombudsman, or Director).
- One participant suggested getting birth parent voices via focus groups.

Potential Areas of Focus

Sandra opened the item for discussion and participants agreed on the following focus areas:

1. How to better support families of color with increasing the number of relative caregivers.
2. How to design community supported recruitment of foster homes of color to increase the number of homes.
3. How to encourage, invite and support adults with lived experience to join Ad-hoc and other Subcommittee meetings.
4. Examination of oversight of CWS Ombudsman's Office to ensure community support and belief in transparency and impartiality.
5. Contractors for CWS (collecting information on contractors that have an office location in the community they serve and requiring cultural competency training for CWS contractors).

Future Agenda Items

Sandra reviewed the topics that will be included in upcoming meeting agendas.

- Sandra will provide an update on County of San Diego Office of Racial Equity regarding the process for selecting the new director.

Agenda Item #4

- Sandra will provide an update after conferring with Contracting and Purchasing Department on CWS contractor requirements for submitting race and ethnic data of staff and if there are requirements for contractors to have offices in the zip codes they serve.
- Explore ways to compensate birth parents for participation.

Other Follow-Up Items:

- Change time of meeting to 5pm (alternating between to 1pm and 5pm) beginning February 10, 2021. Staff to send poll to list-serv to capture time of meeting preference.
- Determine if CWS collects data on the number of foster children placed in non-English speaking homes.
- Participants will invite birth parents and other members of the community to attend meetings to discuss system improvement strategies.
- Sandra to meet with CWS, County Counsel, Juvenile Court Bench, and appropriate attorney groups on restrictions regarding sharing open cases.
- Sandra to note at the beginning of Ad-hoc and Subcommittee meeting that attendees are not required to provide their first or last name or turn on their video cameras.
- Staff to add CWS data dashboard to CFSAB website
https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/cs/CWS_dashboard/CWS_Dashboard_Oct2020.pdf
- Staff to send reminders of upcoming meetings 4 weeks out.



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Summary of Subcommittee Meetings

Subcommittees:

| | |
|---------------------------|----------------|
| Workforce Development | 9:00-10:30 am |
| Child and Family Services | 11:00-12:30 pm |
| Organizational Structure | 1:30-3:00 pm |

Date: Thursday, December 17, 2020

Location: Virtual via Zoom

Facilitators: Sandra McBrayer

Meeting Staff: Sarah Rafi, Rachel Weber, Jocelyn Nunez

Workforce Development Subcommittee Summary: 25 attendees took part in the Subcommittee.

Advisory Members Participating: Patricia Boles, Kim Giardina, Crystal Irving, Simone Hidds-Monroe, Melissa Villagomez.

Sandra McBrayer opened the meeting and provided a brief overview of the agenda and Sarah Rafi reviewed the meeting materials. Sandra explained how the meeting was being conducted via the Zoom platform and provided attendees multiple ways to ask questions. Sandra reminded everyone that the goal of this meeting was to capture everyone’s thoughts and ideas and encouraged participation from all. Sandra stated no questions were received via the CFSAB inbox.

TERM Panel Update

Sandra provided background information regarding the TERM Panel and reminded participants that this agenda topic was requested at the previous Subcommittee meeting. Sandra introduced Kim Giardina, Director of Child Welfare Services, who introduced Michelle Galvan, from Optum, the organization that CWS contracts with to oversee the TERM Panel.

Michelle Galvan shared the purpose of TERM includes:

- Recruiting and managing the clinical provider network. Locating providers with clinical specialties to serve clients in CWS and Juvenile Probation.
- Processing applications and credentialing providers. Robust TERM provider criteria ensures these providers possess the clinical experience to treat CWS and Probation clients.
- Managing clinical team and providing oversight of treatment plans.

Kim and Sandy shared questions received at the October Subcommittee meeting regarding the TERM Panel. Michelle Galvan responded.

- Is there a TERM physical space requirement? No, this is a Medi-Cal requirement.
- Has the state changed its Medi-Cal physical space requirement? No, not yet.
- How can outreach for TERM providers be improved? Optum has implemented a dedicated recruiter to follow up on leads for potential providers.

Agenda Item #5

- Has there been a study to determine where eligible providers are located, in proximity to clients? Yes. Optum has done this in the past and will continue to work on this.
- Are there former social workers that Optum can contact regarding recruitment? There are number of potential stakeholders that can be contacted, example: Black Social Worker's Association.
- Why is the application so long? The application is not meant as a deterrent. The TERM application is periodically reviewed to ensure it is not overly burdensome.

Additional questions regarding the TERM Panel were posed by participants. Michelle Galvan, from Optum, responded.

- I rent my office from another entity and cannot post the TERM flyers in my office space. Can I still be a part of TERM? Yes. Optum will work with providers to help make sure providers can meet requirements.
- The current wait list is too long, children are running out of medications.
 - Behavioral Health Services shared that emergency medication refills can be accessed via the County's Emergency Screening Unit and the Centralized Medication Clinic.
- Does TERM have recruitment flyers? Yes. Michelle will share this flyer.

Onboarding CWS Staff Update

Sandra introduced Kim Giardina to give an update on staff onboarding and recruitment. Human Resources Staff, Nameh Rezvan and Emily Fick, provided an overview of the recruitment process and responded to questions from participants.

- Have new employee orientations been occurring since March? Yes. Adjustments have been made due to the pandemic. Orientations now occur virtually.
- When a recruitment opens, is it shared with certain groups? Yes. Recruitment is advertised in diverse publications as well as Indeed, LinkedIn, virtual job fairs, community groups, etc.
- What is the retention rate for social workers? CWS's turnover rate is about 10%, compared to the national average of 30%.
- There has been a lot of changes with the training units, new staff are being transferred to different units quickly. Kim Giardina responded that CWS recently conducted a listening session with 100 training unit staff to obtain feedback to better support the training units.
- New workers are fearing not passing probation, what is being done to support new employees during the pandemic? Kim stated that all factors are taken into consideration when determining if an employee is going to pass probation or not. Documentation is required and a very thorough review is conducted regarding any proposal to fail probation.
- Can CWS share demographics of CWS staff? Kim stated that this data has been added to the monthly data dashboard and is posted online.
https://www.sandiegocounty.gov/content/dam/sdc/hhsa/programs/cs/CWS_dashboard/CWS_Dashboard_Nov2020.pdf.

Caregiver Access to Justice Electronic Library System (JELS)

Due to time constraints, attendees agreed to move this agenda item to the February 2021 meeting.

Sandra reiterated the follow-up items:

1. Michelle Galvan to return with data on provider wait times and provide TERM recruitment flyers.
2. Include JELS agenda item on the February 25, 2021 Subcommittee meeting agenda.
3. Update on Workgroup Recommendations.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on February 25, 2021.

Child and Family Services Subcommittee Summary: 38 attendees took part in the Subcommittee.

Advisory Board Members Participating: Kimberly Giardina, Ana Espana, Crystal Irving, Cheryl Rode, Adam Reed, Jeff Wiemann, Carolyn Griesemer, Suzanne Starling, Jessica Heldman, Scott Huizar, Simone Hiddis-Monroe, Stephen Moore.

Sandra McBrayer opened the meeting and provided a brief overview of the agenda and Sarah Rafi reviewed the meeting materials. Sandra explained how the meeting was being conducted via the Zoom platform and provided attendees multiple ways to ask questions. Sandra reminded everyone that the goal of this meeting was to capture everyone's thoughts and ideas and encouraged participation from all. Sandra stated no questions were received via the CFSAB inbox.

Family Urgent Response Team

Sandra introduced Kim Giardina, Director of Child Welfare Services, who described the Family Urgent Response Team (FURS). CWS is beginning to implement FURS to support families and maintain placement stability. FURS is a 24-hour statewide system to provide immediate support to caregivers, foster youth, and former foster youth. State hotline counsellors will assist callers and may pass on information to counties to activate their mobile responses teams to provide immediate support to the caller.

- One participant asked if parents will be compensated for their work within the FURS model? Kim responded that it is the goal to imbed those with lived experience into the mobile response team.
- One participant asked for clarification regarding what the process is for caregivers or youth who are experiencing difficulties. Kim responded that FURS is intended to give youth/caregivers multiple avenues to reach out for assistance.
- One participant asked when CWS will begin coordinating FURS with foster family agencies. Kim stated that once the procurement opens, CWS can begin those conversations.
- One participant stated for non-minor dependent immediate housing is a frequent request.

Follow Up Items from 10/22 Meeting

Sandra introduced Kim Giardina who commented on the following items.

- **Statistics on substantiated maltreatment claims.** Kim shared data on unfounded and substantiated maltreatment claims.
- **Breakdown on the type of allegations and the number of referrals being made.** Kim shared data on allegations and referrals. Kim stated she would follow up on the following questions.
 - One participant asked if CWS tracks the alleged perpetrators of allegations.
 - One participant asked if CWS tracks the age of caregivers with an allegation?
 - One participant asked if CWS tracks the race and ethnicity of caregivers with allegations?
- **Clarify social worker training regarding sharing the importance of hearings and caregiver participation.** Kim shared that CWS provides training to all social workers on court hearings and how to send notices to caregivers. Kim stated she provided a video to all staff reminding staff about the importance of caregiver participation in hearings.
 - One participant asked if links be added to other websites, such as IAdoptU. CWS staff stated that websites will be consolidated into one program with the Binti system, and these links will be included when Binti launches.
- **Request to include foster parent associations links in hearing letters.** Kim shared that this item has been completed. Judge Espana and CWS issued a joint letter encouraging resources families to participate in hearings and included links to foster parent associations.
- **Attendance rates for in person versus virtual hearings.** Kim stated CWS does not collect this information.
 - Carolyn Griesemer stated that her organization will begin collecting the data and can report out at the next meeting.

Agenda Item #5

- **Update on children staying at their school of origin during COVID-19.** Kim shared that more youth are remaining at their school of origin due to virtual learning.

Sandra asked for topics that should be included in the next meeting agenda.

- One participant stated that students are struggling with virtual learning and asked if tutoring is available for foster youth.
- One participant asked when social workers will be able to receive the COVID-19 vaccine and stated that emergency cases are being impacted by the pandemic. Sandra stated that these items will be included in the full Advisory Board agenda within the COVID-19 Update agenda item.
- One participant stated that referrals have increased during the pandemic and that families are struggling, and that data is needed to understand what is occurring.
 - Kim stated that this data is available on the website. The participant requested Kim provide an analysis of the data at each Subcommittee meeting.
- One participant would like this Subcommittee to be more action oriented.
 - Sandra suggested adding a Directors' Report on Data as standing agenda item which could help steer the Subcommittee into being more action oriented. Participants agreed.

Sandra reiterated the follow-up items:

1. Maltreatment Statistics
 - a. Can CWS track the alleged perpetrators of allegations?
 - b. Does CWS have the age of a caregiver with an allegation?
 - c. Does CWS have the race and ethnicity of the caregivers with allegations?
2. Attendance rate of in-person versus virtual hearings.
3. Educational support available for foster youth.
4. COVID-19 vaccine status for social workers and CWS Emergency Response case status (to be addressed at the January 2021 full Advisory Board meeting).
5. Include Director's Report on Data as a staffing agenda item for this Subcommittee.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on February 25, 2021.

Organizational Structure Subcommittee Summary: 20 attendees took part in the Subcommittee.

Advisory Members Participating: Kimberly Giardina, Crystal Irving, Jeff Wiemann, Melissa Villagomez, Carolyn Griesemer, Alethea Arguilez.

Sandra McBrayer opened the meeting and provided a brief overview of the agenda and Sarah Rafi reviewed the meeting materials. Sandra explained how the meeting was being conducted via the Zoom platform and provided attendees multiple ways to ask questions. Sandra reminded everyone that the goal of this meeting was to capture everyone's thoughts and ideas and encouraged participation from all. No questioned were received via the CFSAB inbox.

Foster Family Agencies/Caregiver Access to Justice Electronic Library System (JELS)

Sandra introduced Kim Giardina, Director of Child Welfare Services, who opened the discussion. Kim shared that JELS is a document repository for court documents and that the system electronically distributes reports to parties who can receive reports. Kim stated that caregivers are not allowed to have access to documents in JELS because they are not a legal party to the case. However, the goal is to ensure caregivers receive relevant notifications and streamlined communication channels. Kim stated the new Binti system may be able to help with electronic communication.

Agenda Item #5

Discuss How to Engage with Birth Parents Differently to Better Support and Connect with them

Sandra introduced Crystal Irving, who opened the discussion. Crystal shared that birth parents are impacted by the CWS system and there is a need for this voice to be present in system improvements. Crystal shared that there are significant confidentiality concerns with birth parents sharing their experiences in a public forum.

- Sandra asked what venues are currently available to engage birth parents regarding system improvements. Kim shared that “parent partners” via a contract help obtain birth parent voices. CWS also conducts case reviews to obtain feedback. Kim stated that Casey Family Programs has a strong parent engagement program and can provide CWS assistance. Crystal stated that Project Concern International also has expertise in this area.
- Several participants shared that utilizing peer advocates at the point of removal has supported parents in other areas.

Discuss Trauma Informed Training in the Broader Sense to Positively Impact Families.

Sandra introduced Kim Giardina, Director of Child Welfare Services, who opened the discussion. Kim shared the recommendation to do trauma informed training across multiple organization/systems within the County.

- Several participants shared that cross training across sectors will provide more consistency in the training given and provide a common language for all.
- A participant representing First 5 San Diego shared that an integrated learning system across sectors in the region is in the works and will greatly benefit San Diego families.
- A participant suggested conducting an inventory of trauma informed trainings in the region.
- A participant suggested reaching out to Rady Children’s Hospital as a potential partner. Sandra shared that determining what is currently being done now will help determine how organizations can partner together for future training.

Sandra reiterated the follow-up items:

1. Hear from subject matter experts (Casey Family Program and Project Concern International) for best practices in engaging birth parents to understand and hear about experiences.
2. Discuss suggestion of hiring a CWS peer-to-peer position to focus on birth parent engagement and how this would fit in the organization.
3. Sandra and Kim will discuss how to learn what trauma informed trainings are currently being used throughout San Diego County and bring this topic back for further discussion on how organizations can partner for future cross training.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on February 25, 2021.

2021 CWS Priorities

DIVERSITY, EQUITY AND INCLUSION

Workforce Development and Support

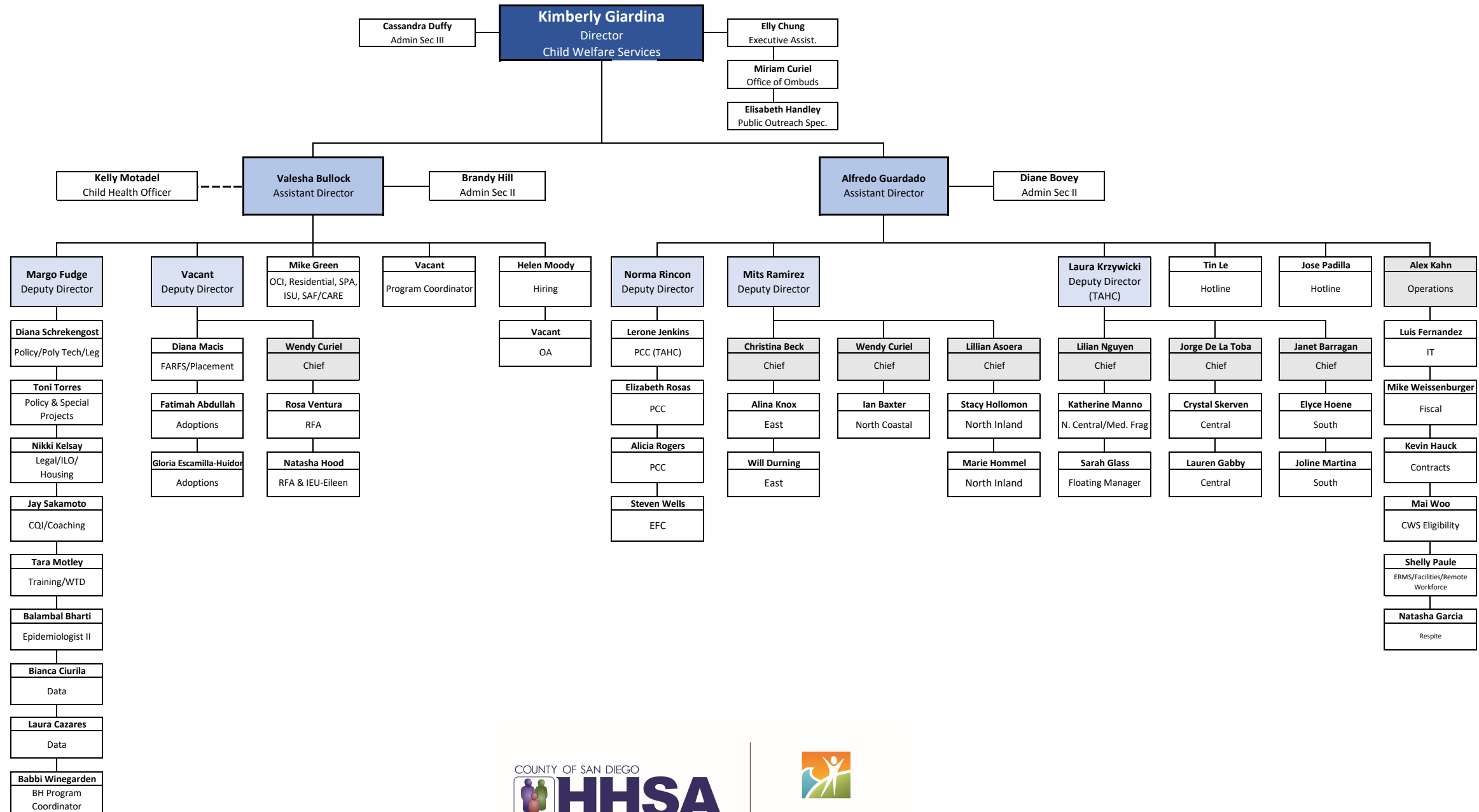
- ⇒ Safety Enhanced Together Re-launch
- ⇒ Workload Equity
- ⇒ CE-CERT/Quality Supervision
- ⇒ WTD Units
- ⇒ Enhanced Mentoring for Staff
- ⇒ Diverse Interview Panels
- ⇒ 360 Reviews of Managers, Chiefs, DDs, ADs, and Director
- ⇒ Leadership Summit Focused on DEI in the Workplace
- ⇒ Child and Family Strengthening Advisory Board—Workforce Development Subcommittee

Prevention of Child Maltreatment

- ⇒ Family First Prevention Services Act
- ⇒ Partners in Prevention
- ⇒ Family Strengthening and Prevention Initiative
- ⇒ Family Support Liaison Program
- ⇒ Child and Family Strengthening Advisory Board—Race and Equity and Child and Family Services Subcommittees

Placement in Familiar Environments

- ⇒ Placement Integration
- ⇒ Foster America Fellow—Focus on Relative Placement of African American Children
- ⇒ Expanding Recruitment Efforts for Culturally Matched Resource Families
- ⇒ Family Urgent Response System
- ⇒ AB 2083





Partners in
Prevention

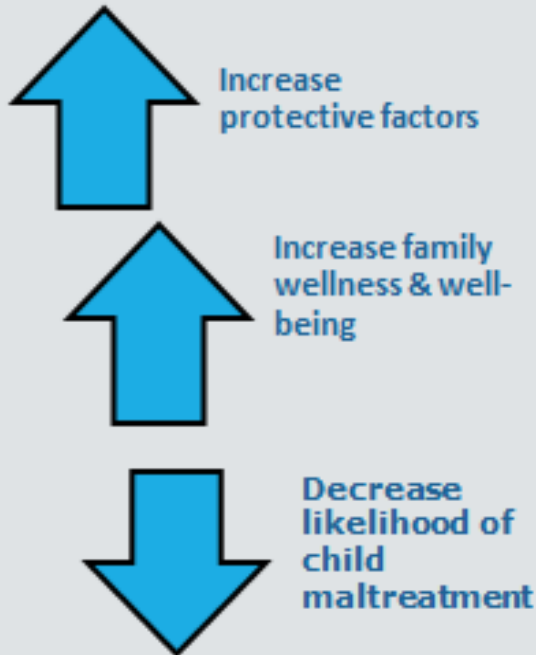
Child and Family Strengthening Advisory Board
January 2021

Project Vision

To cultivate a
connected community
that nurtures caring,
strong, safe and
healthy families



Theory of Change



To increase protective factors, we will:

- More consistently assess family strengths and needs
- Link families to supports when, where and how they want them
- Improve coordination between services, programs, agencies
- Build adult and agency capacity to increase family wellbeing

Protective Factors



Parental Resilience



Social Connections



Knowledge of Child Development



Social and Emotional Competence



Concrete support in times of need



Partners in Prevention

Key Activities



Improve Systems Alignment, Access to Care & Coordination

- Mobilize cross-sector partners to align and leverage shared prevention strategies and activities via strategic partner engagement
- Expand and enhance continuum of prevention services and supports
- Increase access to resources via Community Information Exchange (CIE)
- Gather input from those with lived experience to inform program design and implementation plans



Provider Capacity Building

- Develop and implement a shared, community-wide Integrated Learning Plan to support partner integration of service delivery best practices
- Provide evidence-based trainings on Protective Factors, Culturally Responsive Practice, Trauma Informed Care, Strengthening Families Quality Standards of Implementation and more (TBD)
- Provide technical assistance to partner agencies as needed



Increase use of CIE

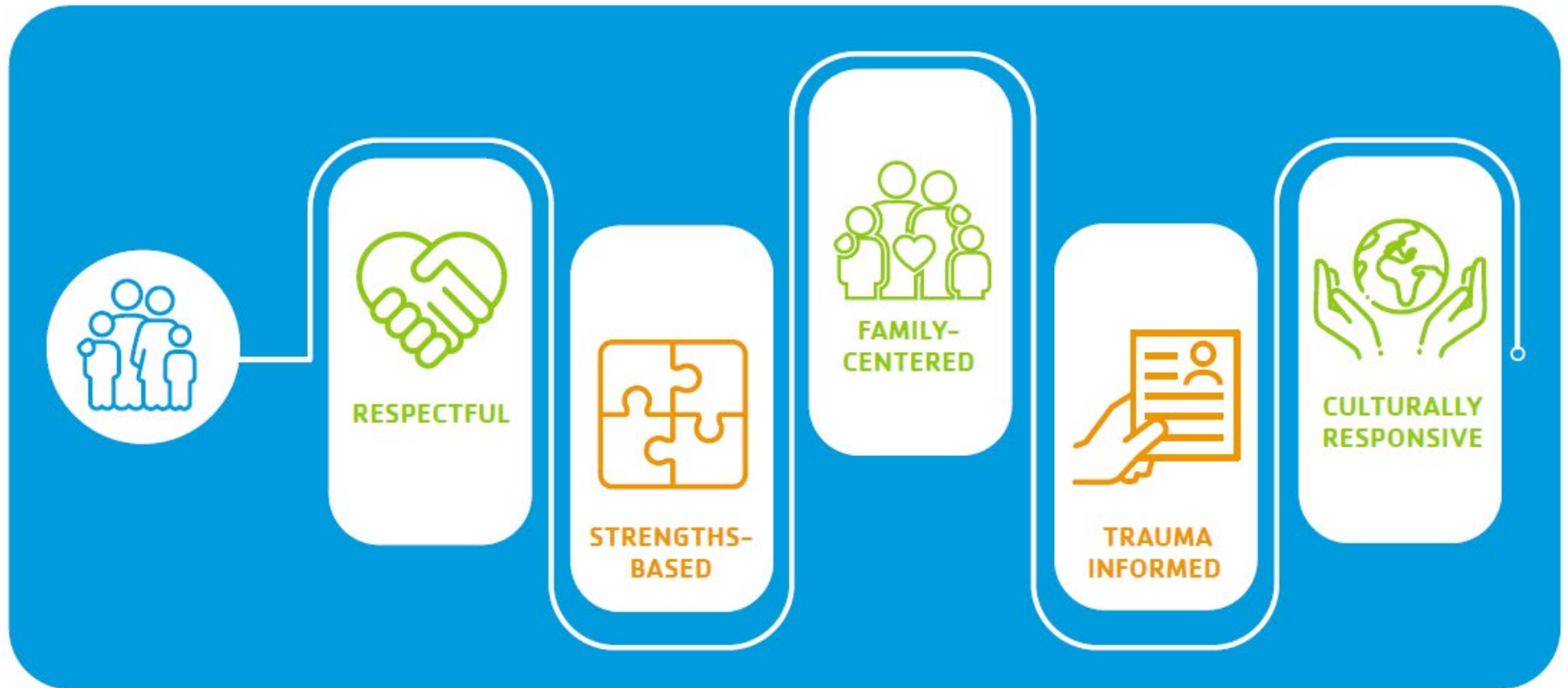
- Integrate shared use of Protective Factors screening tool via CIE
- Build family protective factors via linkages to direct services and resources
- Provide partner education and technical assistance to support the utilization of CIE



Early Childhood Mental Health Consultation

- Provide quality, evidence-based Early Childhood Mental Health Consultation services for children ages 0-5 and their caregivers (families and early care and education providers)

Grounding Principles



Shared Values



EQUITY: we will acknowledge, address and actively challenge historical and systemic inequities that disproportionately impact children and families of color and those living in poverty



IMPACT: we will catalyze culturally appropriate, strengths-based, evidence-informed and outcomes-driven efforts to increase child and family well-being



INCLUSION: we will seek out diverse voices and honor perspectives of those with lived experiences to inform our work and influence system change to better support all families to thrive



PARTNERSHIP & COLLABORATION: we will actively build trusting, authentic and productive relationships to improve outcomes for children and families



ACCOUNTABILITY: our work will align, leverage and expand partnerships to achieve shared goals for children and families in San Diego



Project Infrastructure

Local Project Stewards

- YMCA Childcare Resource Service
- Child Welfare Services
- Social Policy Institute (SDSU)
- Harder & Company Community Research



Federal Project Team

- Children's Bureau
- Implementation & Evaluation support
- Partnerships with 12 other grantees to learn with/ from

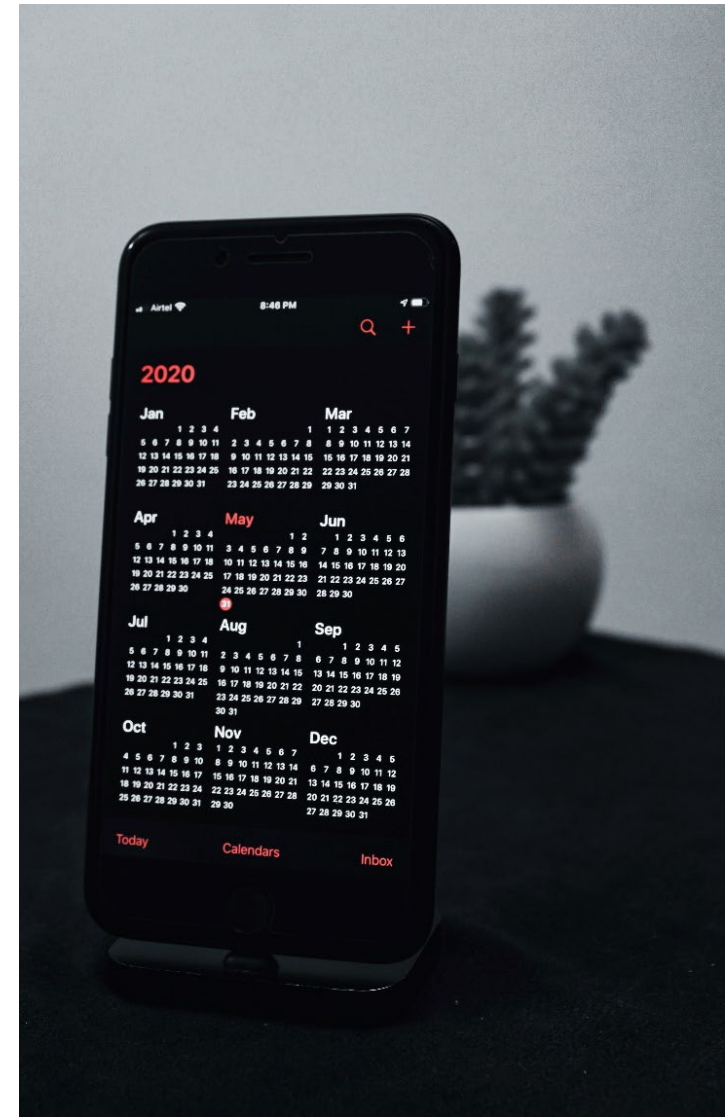
Equity ✦ Impact ✦ Inclusion ✦ Partnership & Collaboration ✦ Accountability



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Year One Accomplishments

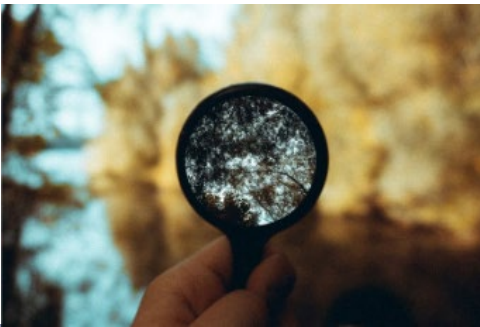
- **Child, Family, and Community Wellness Landscape Scan**
- **Community Listening Sessions**
- **Implementation and Evaluation Planning**
- **Partner Engagement**



Landscape Scan



Goals and Approach



Goal 1

To have a granular look within San Diego County to identify which neighborhoods are at the highest risk for child abuse and would benefit the most from prevention efforts

Goal 2

To highlight the challenges created by COVID-19 that may increase child abuse

Goal 3

To identify the local, statewide, and federal policies and systems that may be leveraged to increase prevention and wellness throughout San Diego County

Approach











Public Health approach that looks at risk and protective factors for children, families, and communities

Landscape Scan



10 Proxies

Proxies identify which SRAs have the highest concentration of risk factors

- | | | | | | |
|--|---|---|--|----|---|
|  | 1 | Percent disability under 5 years old |  | 6 | Percent of families with children under 18 years old receiving Food Stamps/SNAP |
|  | 2 | Percent 0-4 years old |  | 7 | Percent unemployed |
|  | 3 | Percent single mother household from household with own children under 18 |  | 8 | Percent with health insurance 0-18 years old |
|  | 4 | Rates of depression receiving emergency department discharge for ages 15-44 |  | 9 | Percent of mothers that received early prenatal care |
|  | 5 | Percent of families with children under 18 year below the poverty level (out of families with children) |  | 10 | County of San Diego child care capacity ratio |



Child risk factor



Parental/family risk factor



Social/environmental risk factor

Landscape Scan



Highest Risk

Highest number of child abuse risk factors

SOURCE: Social Policy Institute

1

Southeastern San Diego

2

South Bay

3

El Cajon



Lowest Risk

Lowest number of child abuse risk factors

SOURCE: Social Policy Institute

1

Coronado

2

Coastal

3

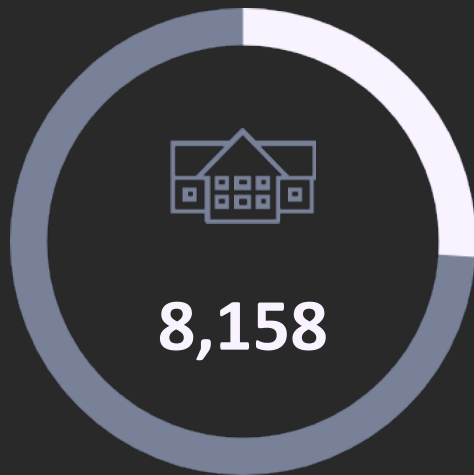
Miramar



Priority needs

Leading needs are housing/shelter, utilities, and income/support employment

SOURCE: 2-1-1 San Diego



Housing/Shelter



Utilities



Income support and
Employment



COVID-19: Change in needs

Large increase in demand for food, and environment and public health/safety

SOURCE: 2-1-1 San Diego



Food

↑269%



↑607%

Environment and Public Health/Safety

↑438%



↑750%

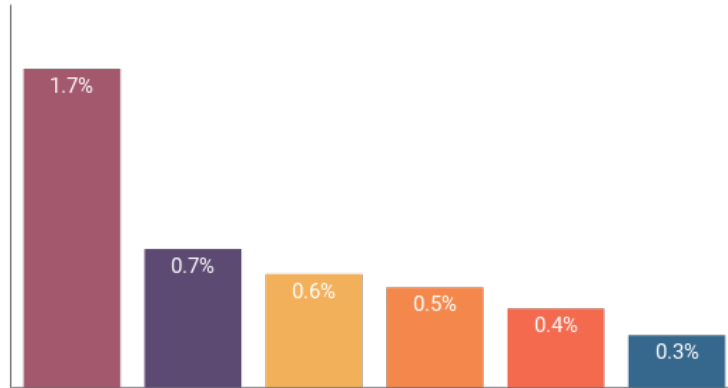
Landscape Scan



Substantiated cases of maltreatment: Age & Ethnicity

2015-2019: Younger children had higher average substantiated maltreatment allegation percentages

SOURCE: San Diego HHSA CWS

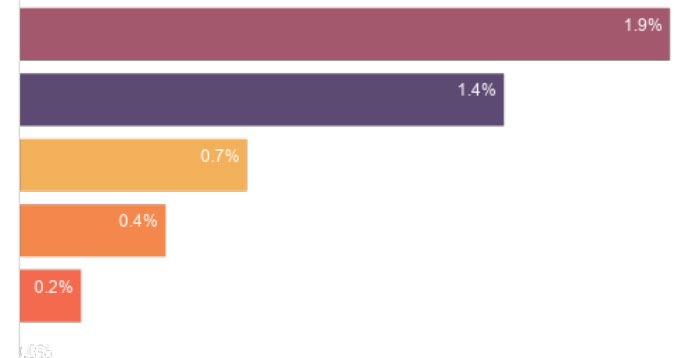


Jan 2015-Dec 2019 avg % of substantiated maltreatment allegations by age

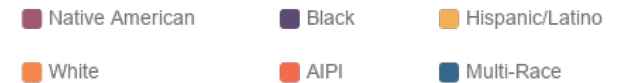


2015-2019: Native American and Black children have the highest average maltreatment allegation percentages

SOURCE: San Diego HHSA CWS



Jan 2015-Dec 2019 avg % of substantiated maltreatment allegations by ethn



Community Listening Sessions: Key Takeaways

General Prevention:

- Prioritize engaging those with lived experience
- Increase culturally responsive community supports
- Reconsider “helpfulness of services/programs” (what and how)
- Explore more equitable eligibility criteria

Preschool Expulsion:

- Continue to explore caregivers’ needs
- Build creative strategies for family engagement
- Provide the resources to create more robust integrative service programs

Agenda Item #8

“I was on food stamps for several months and I was surprised that you had to go, during the day, to an out of the way government agency and it took hours to complete the training and paperwork. It all seemed so inefficient and didn't make sense since it took people away from work for the day.”



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Shared Prevention Definition

Families thrive in a *connected community* that enhances and restores nurturing and responsive relationships and environments. It involves aligning impact on multiple levels so that all *children* are safe and cherished, all *families* are nurtured to build up protective factors, and *systems/structures* create equitable pathways to wellness.

For Partners in Prevention, the focus is on primary prevention. Our shared approach will reflect the innovation required to meet the evolving priorities and needs of children, families and communities.



Opportunities for Partners in Prevention & CFSAB

- Alignment of prevention strategies, values priorities and activities
- Increase family protective factors/ connection to resources to decrease maltreatment and entry into foster care
- Leverage Integrated Learning System with CWS current and evolving knowledge/ best practices
- Contribute learnings (strengths and gaps) from community and partner engagement



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Thank you!

Aimee Zeitz, MFT: azeitz@ymcasd.org



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Item #8 YMCA Federal Grant to Strengthen Families - Landscape Scan

https://www.ymcasd.org/sites/default/files/assets/branch/css/spi_landscapescanpip_final.pdf.