
Local First 5 Work to Advance Race, Equity, Diversity, Inclusion (REDI)

Presentation to F5CA State Commission

October 28, 2021

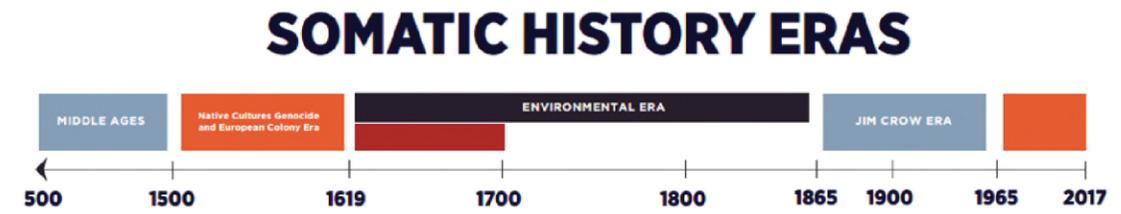
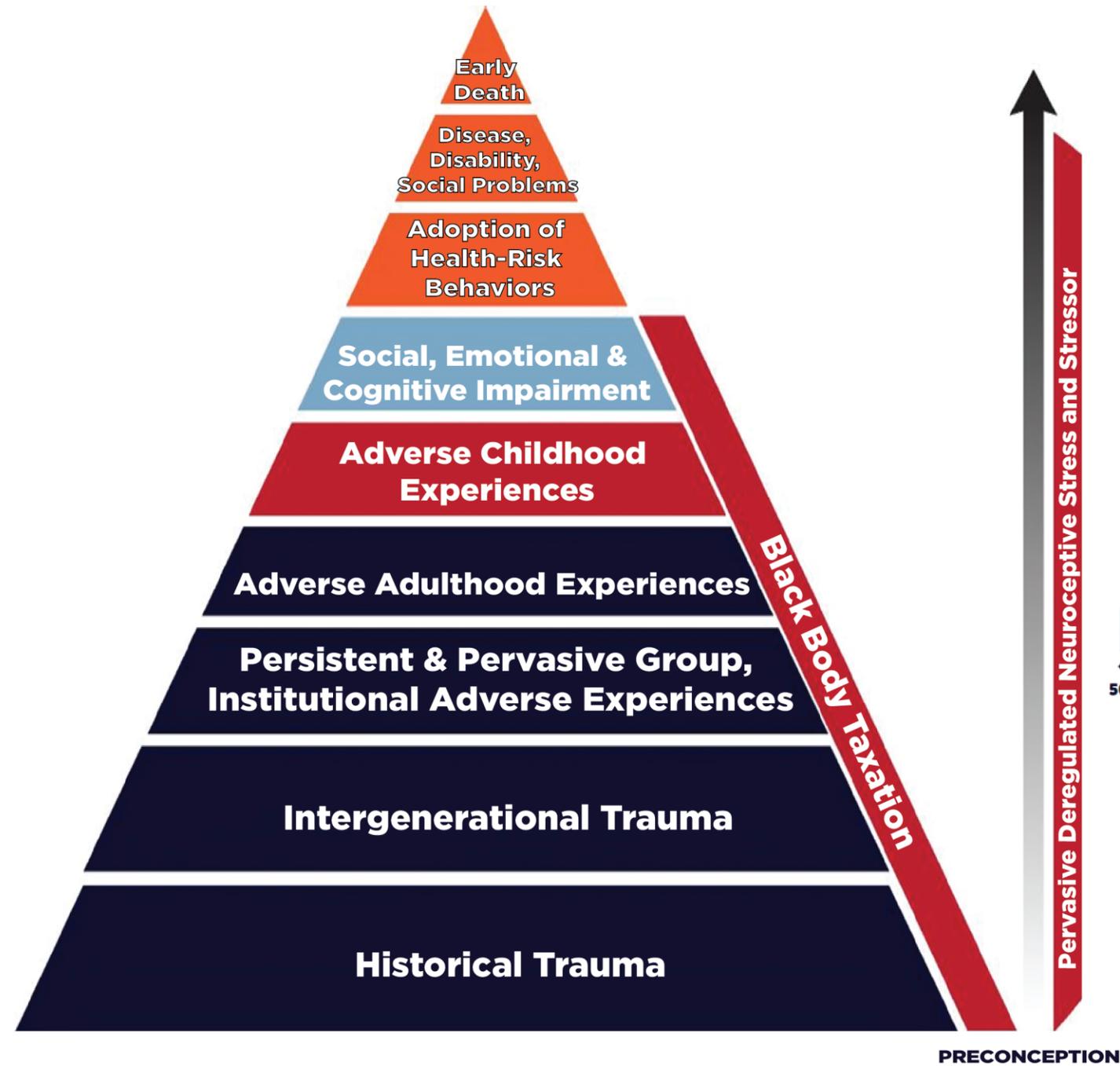
Overview

- Connection to First 5 Network 2-Year REDI Learning and Action Initiative
- Connection to First 5 Association New Strategic Plan 2022-24
- Francine Rodd, Executive Director, First 5 Monterey
- Angie Dillon-Shore, Executive Director, First 5 Sonoma
- Julie Gallelo, Executive Director, First 5 Sacramento

Francine Rodd

First 5 Monterey





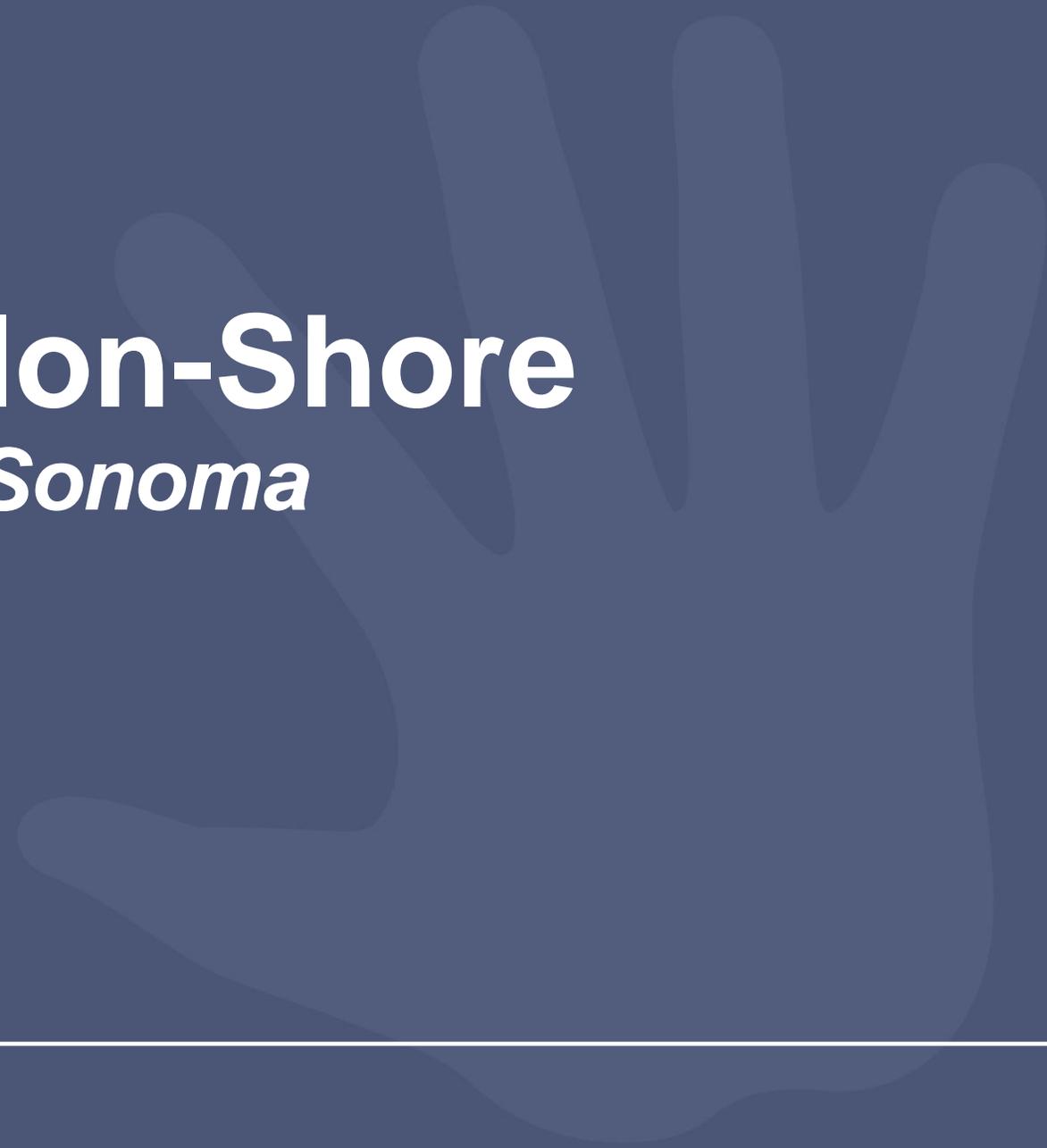
From Whole People: A Study Guide for the Documentary Series
 Produced by CentraCare Health and Twin Cities PBS
 Resmaa Menakem MSW, LICSW, S.E.P. Justice Leadership Solutions
 Pam Beckering, MS, LPCC, CentraCare Health



Designed by Rosa Gonzalez -
Facilitating Power

Angie Dillon-Shore

First 5 Sonoma



Shifting Equity to the Center



- Started with new strategic planning cycle 2021-2025
- Disaggregated data
 - Kindergarten Readiness Assessment (KSEP) 4-year trend
 - Parent surveys on impacts of pandemic
 - Strong Start Index
 - Portrait of Sonoma

Universal Goals



**CHILDREN, 0-5, ARE HEALTHY
& DEVELOPING OPTIMALLY**

**EARLY LEARNING
OPPORTUNITIES
ARE DIVERSE & HIGH QUALITY**

**PARENT & CAREGIVERS ARE
RESILIENT AND NURTURING**

**CHILDREN ARE READY TO
SUCCEED WHEN THEY ENTER
KINDERGARTEN**

Foundational Principles



Parents and caregivers are a child's first and most important teachers.

The first two years provide the greatest opportunity to maximize the critical and long-lasting impact on a child's developing brain.

The best investment of resources is in proven approaches to early prevention and intervention.

The entire community benefits from optimal child development.

Children's experiences, birth to 5, set the trajectory for their life course.

Some children need more supports to address structural gaps in opportunity due to racial and economic inequities.



Statement of Commitment to Diversity, Equity, Belonging & Anti-Racism



First 5 Sonoma County envisions and contributes to a community and society where everyone can fully and safely participate, regardless of their race, where they live, immigration status, their family's economic status or any other defining characteristic.

Children 0-5, families and communities should not be excluded from opportunity based on race, immigration status, multigenerational poverty, ability, or any other grouping in our society. We will work to dismantle racism in our own operations and partner with organizations that demonstrate commitment to anti-racism.



First 5 Sonoma Equity Index



As per each elementary school and attendance area:



Developing an Equity Framework

- Operationalize commitment to equity, diversity, belonging & anti-racism
- Assess and ensure First 5 Sonoma's internal culture is fair, diverse, inclusive and just
- Assess & align funding policies and practices
- Mobilize and deploy targeted resources
- Act as a catalyst and ally for change





Julie Gallelo
First 5 Sacramento





First 5 Sacramento's Racial Equity Efforts



First 5 Sacramento... Getting REDI

- ▶ Funding with an Equity Lens- Black Child Legacy Campaign
- ▶ Equity Language in Commission's Strategic Plan
- ▶ Equity as a Standing Agenda Item at Advisory Committee
- ▶ Systems Optimization & Sustainability Committee Serves as Commission's Guiding Body for REDI Work
- ▶ Data Driven: Child Death Review Team and Black Child Legacy Campaign Reports
- ▶ Equity Work with Health Systems- Beyond Implicit Bias Training
- ▶ Technical Assistance Contracts (Impact Foundry & Racial Justice Advocates)



First 5 Resolution on Racial Equity



- Developed with Commissioners, staff and Community Advisory Committee members
- Focused on *ACTION*
- Prioritized for action based on the *IMPACT* that achievement will have in the community
- Looked internally at Commission practices and externally at funded partner capacity building needs
- Implemented in partnership with community voice and honoring those with lived experience

From Words to Action

► Internal Facing Activities

- **Review** policies, publications, procedures, practices, protocols and publications
- **Prioritize funding** for programs targeting BIPOC: Black Mothers United, UnequalBirth.com, Safe Sleep Baby, Family Resource Centers
- Provide **training on implicit bias** and developing an anti-racist framework for Commissioners and staff
- Provide opportunities for **BIPOC representation/voice**, create a pathway for **BIPOC leadership** within the Commission
- Continually **monitor for disparities** through data collection and evaluation



A baby's survival shouldn't depend on the color of their skin.



unequal
birth
.com



Learn the 6 Steps to Always Safe Sleep Baby
BIRTH TO ONE YEAR

1 Sleep baby ALONE.

2 Sleep baby on his BACK.

3 Sleep baby in a CRIB. ALWAYS!

4 Put nothing in baby's sleep area.

5 Do not overdress baby.

6 Do not smoke anything around baby.



ALONE BACK CRIB
ALWAYS!



Black Mothers United Program Participants

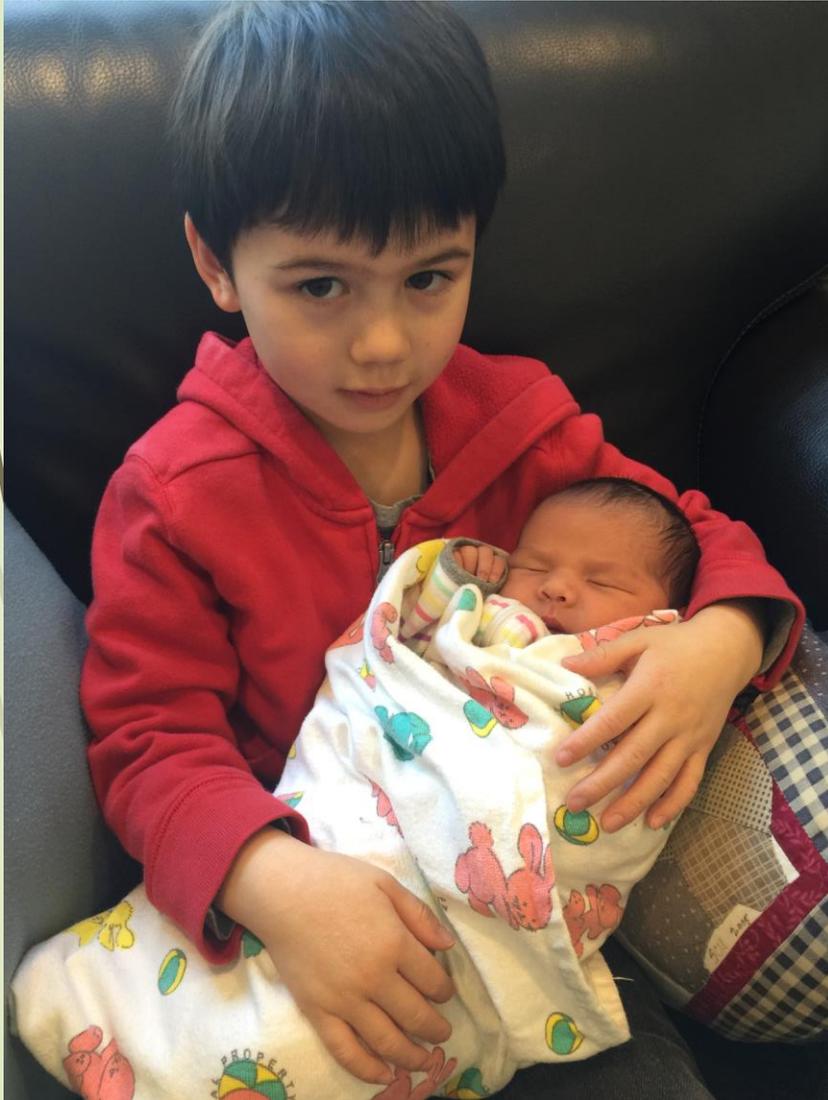
From Words to Action



➤ External Facing

- Survey funded partners (2022) to better understand their needs related to racial equity training and capacity building in the areas of:
 - community engagement
 - service delivery
 - workplace culture
 - policies and practices
 - data collection and evaluation mechanisms
- Facilitate training and outreach of trauma-informed practices to First 5 funded partners
- Offer guidance to providers and families on talking to young children about racism and social justice

Next Steps for First 5



- Finalize the REDI Work Plan (with community voice)
- Implement the Plan in stages over next three years
- Evaluate progress made toward anti-racist framework (internal and external facing activities)
- Share REDI accomplishments and lessons learned with stakeholders

Francine Rodd

First 5 Monterey





Designed by Rosa Gonzalez -
Facilitating Power