



## COUNTY OF SAN DIEGO

### Child and Family Strengthening Advisory Board

## Summary of Ad-hoc Committee Meeting

#### Ad-hoc Committee:

Race & Equity	5:00 - 6:30 pm
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**Date:** Wednesday, August 11, 2021

**Location:** Virtual via Zoom

**Facilitators:** Sandra McBrayer

**Meeting Staff:** Jocelyn Núñez, Kayla Iliff

#### **Race & Equity Ad-hoc Committee Summary: 34 attendees took part in the Ad-hoc Committee.**

Advisory Members Participating: Kimberly Giardina, Scott Huizar, Anna Espana, Carolyn Griesemer, Melissa Villagomez, Stephen Moore

Sandra McBrayer opened the meeting and passed it over to Jocelyn Nunez to provide an overview on the attendee poll. Jocelyn informed participants that the poll will assist understanding who is participating. While participants completed the poll Sandra conducted roll call. Sandra then provided a brief overview of the agenda and the purpose of the Ad-hoc committee. Sandra then explained how the meeting was being conducted via the Zoom platform and provided attendees multiple ways to ask questions during the meeting.

Sandra reviewed the results of the introduction poll.

- 50% of attendees identified as community members
- 45% of attendees identified as County of San Diego employees
- 14% of attendees identified as a current or former foster youth
- 5% of attendees identified as a current foster parent
- 5% of attendees identified as a former foster parent

\*note: the poll allowed participants to select all that apply\*

#### **CWS Race Data Presentation**

Sandra opened the agenda item explaining that all the data that will be presented at this meeting is in response to the data requested from the last Race and Equity ad-hoc committee and turned it over to Kim Giardina to present on the agenda item. Kim provided data points on the below.

- Number of County of San Diego Child Welfare Services key measures broken down by race for each topic
  - Population
  - Allegations
  - Substantiations
  - Entries
  - In-care

- Allegations of abuse or neglect
- Substantiated allegations of abuse or neglect
- Entries into foster care
- Children in foster care on July 1
- Children in out of home care

During the presentation several questions were brought up to the Ad-hoc committee.

- Is there a way to know what the root cause of allegations of abuse or neglect?
- How can we learn more about the children that entered the foster care system? Taking a deeper dive into these numbers will help us find the root cause to then make a change to the system.
- Is the data being collected so that we can see some of the underlying causes?
- One member of the public was concerned that drops in a lot of the data points is due to school being held virtually. This is a great start, but we need to ensure that these data points do not go back up.
- We need to work on getting more resources to our black families. There has been a lot of conversations during this ad-hoc committee on how many resources there are but the resources are not getting to the families and communities that need them.
- Can we get the age spread of the children in foster care and what zip code they have been placed in?
- How many black children have been placed in non-English speaking foster homes?
- What are the risk factors that are driving black children into foster care?
- When will we all recognize that CWS is racist?

#### **UCSD NGT Process – Community Feedback Request**

Sandra opened the item and turned it over to Kim Giardina to provide an overview of NGT. Kim then turned it over to Danielle Fettes and Keisha Clarke to present on the item.

- Danielle and Keisha provided the below information:
  - Overview of NGT
    - Small group discussion which centers community voice
    - Prioritizing and ranking activity which answers one focus questions
    - Multi-step process, every person talks and participates
    - Systematically document perspectives
  - How the process will work?
    - UCSD summarizes results to share with community and CWS leadership
    - Ongoing process with CWS & community representatives to co-create the action plan
    - Actionable, measurable change = accountability
  - Purpose of the sessions
    - To brainstorm and collect feedback discuss processes and address questions and concerns.

Sandra opened the item for discussions and questions.

Several members of the ad-hoc had concerns and issues with the NGT Process.

- “At the end of the day one of the issues we have within our own community is how Child Welfare and other systems come in and use processes and means of slow walking lots of stuff and that has been the history of Child Welfare within our communities. I am absolutely happy that this process is going to look at each ethnic group and how they are, not so much targeted by child welfare but the negative impact on children. Our whole goal here is if we are part of human

services, I would like to believe everybody is doing this because they care about children and families. That is not a message that is resignation from the data in all of that stuff. By the way if you guys can get data on contracts, because one of the problems that I keep hearing and I got on very late. The contract system really kind of ensures that black providers are not employed or getting contracts from the county. So, I would like to know just how many black contractors, literally that purchasing, and contracts have given out within this community. I am not talking about contracts that literally do stuff like mentoring. I am saying contracts that really address the mental health of these families. Contracts that really have an impact on children and their lives. So please that is what I am looking for. I don't have a problem with UCSD. My feedback way I didn't want Child Welfare to do it. I would much prefer a university. I was always thinking about Berkley, but I will accept UCSD. I got family that graduated from UCSD, so I am all good with that. The issue is with UCSD is that whole process will be led by some white women. So that again is a negative impact on how we see and how we interact or engage with African Americans and their families. So that is something UCSD has to sit with not me. If I can get the information on contracts, I would appreciate it."

- Sandy informed the participant that information is not available. Purchasing and contracting can't legally ask the race of their contractors.
- "If you are talking about changing the way you interact with families, you need to start with why don't you have resources that reflect the folks that live in these communities. I think the frustration with the black people in general is we keep having the same conversation and you guys run from the process because you don't want to make real change. Child Welfare is doing a whole lot of stuff that who cares what they are doing it really isn't having a major impact on black families or families of color. What you need to do is change the way you perceive families. You need to change how you value children and at this point you don't value how your black children, black moms, or any of that. Until that changes, nothing else is going to work."
- "I have the race and equity report from 2010 and UCSD has their own problem, my god. I mean they almost had a riot on how they mistreat African American students and it is still going on. I do not want to participate in another study making us think it will bring change. Let's be real about it, it is not going to bring change. I am going to step out of that one but I will step into one that Kim talked about and that one is going to talk about measurable and observable changes. I don't care about those UCSD studies like SOS. We are just sick of them. How many studies do you need to do this? We have done these small groups over and over. Just stop. Do something that will give measurable and observable results."
- "I want to also echo what the other two individuals stated. I certainly hear and understand their frustrations. So many studies have taken place. So much research has taken place. It sort of feels like recreating the wheel. Right? If we are gonna continue to recreate the wheel and not include African American people in this recreating, we are not including people who look like us in the research process then we are going to end up with the same result. It is what it is. Now what are we going to do about it and end the function of doing something about it. We have to have people who look like us and who are invested in our community. So, don't get me wrong everybody who is black is not invested in the black community. In order for such a study to take place and be effective it all depends on who is at the table, doing the research and are they invested in our community and making sure our black babies are not coming into the system, that services are available, that our pregnant black women are getting the appropriate treatment. If we talk about systemic racism it is so very much still in our medical system. So, in order for such a program to take place you gotta have people who are truly invested in the black community, people that look black, that are black that are willing to get their hands dirty. If not then we are going to continue to spin this wheel and spend money and waste time.

Danielle responded to the comments from the ad-hoc committee.

- “I whole heartily agree and that is where I come from as not a person who is going to lead or dictate the process or even necessary facilitate it. That is why this is the beginning of the conversation because I fully agree that I am not the right or only person that should be in the room. It has to be in partnership with the community and that is the premise of this. It is the active involvement of you all as leaders in the community and having your voice be leading the conversation that makes this process integral.”

Sandra concluded the meeting by providing a meeting review and discussing December agenda items.

- Additional Data request:
  - Look at allegations and what were the pressing issues of the allegations?
  - Taking a deeper look at the kids who enter foster care.
  - Representing the baseline on the petitions filed
  - Number of African American children who are not in English speaking homes
  - Look at the zip codes children came from and what zip code they were placed in.

**Next Meeting:** December 8, 2021 1:00 pm