

COUNTY OF SAN DIEGO
*Child and Family Strengthening
Advisory Board*
Minutes of July 10, 2020

BOARD OF SUPERVISORS

GREG COX
First District

DIANNE JACOB
Second District

KRISTIN GASPAR
Third District

NATHAN FLETCHER
Fourth District

JIM DESMOND
Fifth District

Members Present:

Supervisor Greg Cox, County Board of Supervisors
Judge Ana España, Juvenile Court
Alethea Arguilez, First 5 San Diego
Crystal Irving, Protective Services
Meredith Riffel, District 2 Appointee
Carolyn Griesemer, Children's Legal Services of San Diego
Stephen Moore, Voices for Children, Inc.
Jeff Weimann, Angels Foster Family Network
Cheryl Rode, San Diego Center for Children
Kimberly Giardina, Child Welfare Services
Dean Arabatzis, County Health and Human Service Agency
Maddy Kilkenny, District 5 Appointee
Suzanne Starling, Chadwick Center for Children and Families
Sade Burrell, Former Foster Youth
Melissa Villagomez, Former Foster Youth
Simone Hidds-Monroe, San Pasqual Academy
Jessica Heldman, AB & Jessie Polinsky Children's Center
Patty Boles, Straight from the Heart, Inc.
Scott Huizar, County Probation Department
Shane Harris, District 3 Appointee
Armand King, Paving Great Futures

Members Not Present:

Supervisor Nathan Fletcher, County Board of Supervisors
Dr. Paul Gothold, San Diego County Office of Education
Adam Reed, Dependency Legal Services

Staff Present:

Stephanie Gioia, Supervisor Nathan Fletcher's Office
Khea Pollard, Supervisor Greg Cox's Office
Kyle Sand, County Counsel
Sandra McBrayer, The Children's Initiative
Sarah Rafi, County Health and Human Services Agency
Jocelyn Nuñez, County Health and Human Services Agency

1) Welcome and Introduction

- Supervisor Cox brought the meeting to order at 10:02 AM. Advisory Board members did roll call.

2) Public Comment

- One member of the public addressed the Advisory Board.
 - A member of the public stated she would like to continue to receive services for herself and her minor child.

3) Approval of the Statement of Proceedings/Minutes for the Meeting of June 8, 2020

- Supervisor Cox called for a motion to approve the minutes of the June 8, 2020 meeting, Judge España moved to approve, Carolyn Griesemer seconded the motion, with all members present voting in favor.

4) Subcommittee Updates for the June 25, 2020 Meetings

- Supervisor Cox introduced the work of the subcommittees and turned the update over to Sandra McBrayer.
- Sandra McBrayer shared that all the subcommittees met in June and each subcommittee had robust discussions regarding the original Workgroup recommendations and that progress is being made. She also shared that the meeting materials for today's meeting contains the minutes from each of the subcommittee meetings.

○ Workforce Development

- Crystal Irving provided the update for the Workforce Development Subcommittee. She provided the following updates:
 - Staff began teleworking in mid-March and the majority of staff continue to telework; however, staff are still working in the field conducting home visits. She stated that the majority of staff have laptops and that CWS is working to ensure all staff are provided laptops and cell phones by the end of September.
 - The new call center software for hotline calls has assisted greatly. There has been a decrease in dropped calls as well as wait times.
 - The subcommittee discussed a concern that was brought up about “body checks” occurring. This is when a social worker asks to investigate physical abuse on children’s bodies.
 - The subcommittee also discussed a concern that children could be coached by resource parents during virtual visits and staff stated that social workers are asking that children/youth are in another area from their resource parent during their virtual visit to ensure confidentiality.
 - Staff who work both at the office and at home are having difficulties transporting office equipment (chairs, monitors, mouse, keyboard) to and from work.
 - Subcommittee members discussed a concern that younger, non-school age children (2-5 years old), might not have access to cell phone and laptops for remote learning.
 - Staff shared with the committee that iFoster distributed over 200 phones and laptops for foster youth throughout the county.
 - The subcommittee supported the idea to secure a trainer on racial equity and racial impact statements for a future meeting.
 - The committee recommended stipends to assist CWS staff with ergonomic teleworking equipment costs and agreed this recommendation should go before the full Advisory Board and the Board of Supervisors.

○ Child and Family Services

- Sandra McBrayer provided the update for the Child and Family Services Subcommittee. She provided the following updates:
 - The subcommittee took the recommendations from the full Advisory Board and discussed the Resource Family Approval (RFA) process and barriers to completing the process. The subcommittee discussed the state requirements, timeline, and obstacles to approval, such as: ensuring the home is safe, pools are fenced, etc.
 - The subcommittee discussed relative placement and the challenges surrounding when there is a criminal background issue with extended family.
 - Currently, a standard case takes 111 days for approval and on average 94 days for emergency cases. Sandra stated 95 % of

applicants complete the process and that the state does not collect race data on the cases that are denied by the state. CWS is converting to a new tracking system that will hopefully allow for collecting race regarding denials.

- The subcommittee supports securing a trainer on racial equity and racial impact statements for a future meeting.

○ **Organizational Structure**

- Jeff Wiemann provided the update for the Organizational Structure Subcommittee. He provided the following updates:
 - The subcommittee discussed the previous organizational structure and the new interim structure that was put in place in April 2020. The previous structure had the CWS director overseeing policy, but the operational oversight rolled up to the Health and Human Services Agency (HHS) regional managers throughout the county. The new interim structure has all CWS social workers and supervisors overseen by Kim Giardina and her CWS management team. Jeff stated it was widely felt by the subcommittee and by stakeholders that the new structure has had many positive outcomes including streamlined responses from CWS and improvements in policy implementation. The subcommittee strongly supported keeping this structure in place moving forward.
 - The subcommittee also discussed that the title of “Chief” in CWS is culturally inappropriate and would request the County to have further and ongoing discussion across agencies about titles that have been misappropriated and to make changes.
- Sandra McBrayer reminded members of the public that all subcommittees are open to anyone interested in attending and allowed the opportunity for questions or comments from members or from the public.
 - Melissa Villagomez had concerns regarding the terminology of “Chief of Practice.” She stated that the title is inappropriate and should be reconsidered.
 - Crystal Irving agreed that the title should be replaced with a more appropriate title.
 - Jessica Heldman inquired if the new organizational chart can be shared and Kim Giardina stated it can be shared.

5) COVID-19 Update

- Supervisor Cox introduced the agenda item and began the update. Due to audio difficulties, the Advisory Board moved to agenda item #6 then returned to Supervisor Cox’s COVID-19 update.
 - Supervisor Cox provided updates regarding COVID-19, including a summary of ages affected by COVID-19. He also provided information on the triggers for modifying the Public Health Officer’s order. Supervisor Cox shared that the case rate trigger is problematic as we are exceeding the benchmark of 100 with the current rate of 139 per 100,000 cases. He also shared that the community outbreak trigger is problematic as we are exceeding the benchmark of no more than seven within a 14-day period, as the current number of community outbreaks is 15. He then shared

that the case investigation trigger is problematic as we are not meeting the benchmark of having 70% of cases initiated within 24 hours of notification, the current rate is 65%. Supervisor Cox stated the Public Health Department will be adding staff to assist with case investigations. Supervisor Cox added due to a high rate of positive cases in the South region, the County has increased the number of testing sites in the South region.

- Supervisor Cox allowed the opportunity for questions or comments from members or from the public.
 - A member of the public asked if COVID-19 testing can be broken down by ethnicity.
 - Supervisor Cox stated he would follow up to see if that data is collected. He added that a vast majority of testing sites are in the south and central part of the county.
 - Shane Harris had concerns regarding the racial breakdown of COVID-19 contact tracing jobs and requested that data is available for when the County hires for tracing jobs. He stated that he personally felt that it is easier to be connected to someone of the same race.
 - Supervisor Cox stated that information was not readily available
 - Shane Harris stated that he had concerns over COVID-19 testing and requested a racial breakdown of all testing being done, including positive and negative cases.
 - Shane Harris also stated that he had concerns about positive cases at Polinsky Children's Center and requested the number of children and families affected by COVID-19.
 - Kim Giardina stated that CWS is tracking the number of children and families affected by COVID-19 and she would follow-up with this information.
 - A member of the public had concerns regarding individuals waiting in line for hours for COVID-19 testing in the Southeastern community, specifically at the Tubman Center. She requested that more testing sites be available in the Southeastern community.
 - Supervisor Cox stated the Tubman Center is now able to test more individuals and that the wait time has been reduced to approximately 15 minutes. He added that testing equipment is in short supply and those without symptoms are requested to refrain from and/or postpone testing.
 - Crystal Irving had concerns over CWS staff contracting COVID-19 asked how frequently CWS staff working in the field will be testing.
 - Supervisor Cox stated testing equipment and personal protective equipment is in short supply. He shared that the goal is to have regular testing available, especially for staff working in the field.
 - Crystal Irving requested in-person visits be reconsidered due to the COVID-19 risk to staff. Kim Giardina responded that she continues discuss this concern with the State and continues to advocate to flexibility in San Diego county.
 - Patty Boles stated that resource/foster parents are concerned about contracting COVID-19 from in-person visits and that virtual visits should be available to limit the spread of the virus. She also shared that resource/foster parents should be able to be more involved in court hearings.

6) Child Welfare Services, Director's Report

- Supervisor Cox introduced the agenda item and turned the item over to Kim Giardina.
 - Kim Giardina shared that there had been a decrease in the number hotline calls received earlier in the pandemic (close to 40%), but that June hotline calls were somewhat back to normal with a 18% decrease in the number of calls.
 - Kim Giardina shared that CWS continues to conduct in-person visits and is adapting to changing California state requirements.
 - Kim Giardina shared that 41 of the recommendations from the Workgroup report have been completed and/or implemented as ongoing and that CWS continues to make system improvements.
 - Shane recommended the formation of a new subcommittee on COVID-19 as COVID-19 is affecting youth and families. He asked that this subcommittee study the pandemic and develop a strategy to address COVID-19.
 - A member of the public asked what percentage of children are receiving regular visits with biological family members.
 - Kim Giardina stated she would follow-up with a percentage and confirmed that families are getting their visits. She stated families are assessed on an individual basis to ensure that visitation is safe for each family.

7) Housing Our Youth Update

- Supervisor Cox introduced the agenda item and turned the item over to Omar Passons, Director of the Office of Integrative Services.
 - Omar Passons described the program and shared that Housing Our Youth combines Supervisor Cox's vision to support homeless youth and builds on the existing work of the Coordinated Community Plan to End Youth Homelessness. He stated that the program is built on coordinated care and positive youth development, and that it is more than just case management. Omar shared that the program is for youth up to 24 years of age, who are at risk of homeless and are former foster youth or at-risk youth. The program may include transportation resources, paid work experience, paid childcare, and flexible financial support.
 - Sade Burrell suggested that the age limit be expanded to 25 or 26 years old and encouraged a warm handoff for individuals in the program with community colleges.
 - Several Advisory members stated that they agreed with Sade Burrell's comments.
 - A member of the public shared her concern regarding youth of color and their mental health needs, including suicide.

8) Proposed Child Welfare Indicator for County Strategic Initiative – Living Safely

- Supervisor Cox stated that due to time constraints this item would be moved to the next Advisory Board meeting.

9) Proposed Subcommittee on Race and Equity

- Supervisor Cox introduced the agenda item and stated the purpose of the subcommittee is to address disproportionality in the African American and Native American youth within the Child Welfare System. He stated he previously recommended the increased hiring of African American social workers, adding a racial impact statement to subcommittee

recommendations, and requiring cultural competency training for all social workers. Supervisor Cox called for a motion to formally establish this subcommittee, Carolyn Griesemer made the motion to approve and Shane Harris seconded the motion for approval.

- Questions or comments from members or from the public included:
 - Crystal Irving had a significant concern that race and equity should not be siloed into one subcommittee and should be continuously woven throughout the work of the subcommittees and the full advisory board.
 - Jeff Wiemann shared Crystal Irving's concerns and suggested that if this committee is formed it would report to the existing three subcommittees.
 - Shane Harris supported the formation of this new subcommittee to address disproportionality in the child welfare system.
 - Stephen Moore inquired on the process for appointing members to the new subcommittee.
 - Sandra McBrayer replied that members of the public can serve on all subcommittees and it would operate similar to the three other CFSAB subcommittees.
 - A member of the public recommended that this subcommittee be a part of the Human Relations Commission to better address disproportionality.
 - A member of the public commented that this new subcommittee may not properly address disproportionality and that all voices may not be heard. She also stated that virtual mental health appointments with many different clinicians does not allow for continuity of care and that this is negatively affecting her child.
 - Maddie Kilkenny had concerns that this new subcommittee would be addressing disproportionality and equity in a siloed fashion, and that if this subcommittee was formed the three existing committees would not address these issues.
 - Members recommended that possible formation of this committee be more flushed out in each of the upcoming subcommittee meetings
- Due to time constraints, and because the discussion was still ongoing, Supervisor Cox recommended that this agenda item be carried over to the next Advisory Board meeting. Both Carolyn Griesemer who motioned for approval, and Shane Harris who seconded the motion, agreed to move voting on this agenda item to the next Advisory Board meeting.

10) Glossary of Terms

- Supervisor Cox stated that due to time constraints this item would be moved to the next Advisory Board meeting.

11) Advisory Board Member Updates

- Supervisor Cox stated that due to time constraints this item would be moved to the next Advisory Board meeting.

12) Adjournment

- Supervisor Cox adjourned the meeting at 12:15 PM.

Next Meeting:

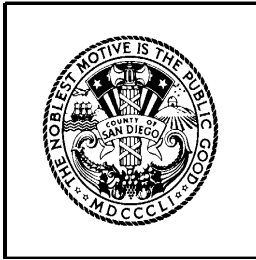
- September 11, 2020

Distributed:

- Meeting Agenda
- Minutes of June 8, 2020 Meeting

- Summary of June 25, 2020 Subcommittee Meetings
- EPI Summary from Operational Plan
- Housing Our Youth Overview
- Glossary of Terms

Meeting minutes were submitted by Sarah Rafi. Please call Sarah Rafi at (619) 417-9114 if you have corrections or suggested revisions. She may also be contacted for agenda items or general information.



COUNTY OF SAN DIEGO
*Child and Family Strengthening
Advisory Board*
Minutes of September 11, 2020

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Adam Reed, Dependency Legal Services

Members Not Present:

Dr. Paul Gothold, San Diego County Office of Education
Sade Burrell, Former Foster Youth
Suzanne Starling, Chadwick Center for Children and Families

Staff Present:

Stephanie Gioia, Supervisor Nathan Fletcher's Office
Khea Pollard, Supervisor Greg Cox's Office
Kyle Sand, County Counsel
Sandra McBrayer, The Children's Initiative
Sarah Rafi, County Health and Human Services Agency
Jocelyn Nuñez, County Health and Human Services Agency

1) Welcome and Introduction

- Supervisor Fletcher brought the meeting to order at 9:00 AM. Sarah Rafi conducted roll call for the Advisory Board.

2) Public Comment

- Supervisor Cox asked if any public members wished to address the Advisory Board, no public members addressed the Advisory Board.

3) Subcommittee Updates for the August 27, 2020 Meetings

- Supervisor Fletcher introduced the work of the subcommittees and turned the update over to members who attended the meetings.

- **Workforce Development**

- Crystal Irving provided the update for the Workforce Development Subcommittee. She provided the following updates:
 - The committee received a presentation from Doug Bender, Master Facilitator and Trainer, on Racial Impact Statements, and the value they can add to recommendations being implemented. Racial Impact Statements can help evaluate potential disparities within proposed policies before they are implemented.

- The subcommittee discussed the potential subcommittee on Race and Equity. Some participants were concerned that a new subcommittee would prevent work on race and equity from being woven into the three existing subcommittees.
- Kim Giardina presented potential metrics for the County Live Well Indicator on Living Safely. This metric would be incorporated into the overall Countywide Live Well San Diego metrics to measure how youth and older adults and protected from abuse. The subcommittee agreed the metric on the rate of substantiated maltreatment should be used.

○ **Child and Family Services**

- Sandra McBrayer provided the update for the Child and Family Services Subcommittee. She provided the following updates:
 - The committee received a presentation from Doug Bender, Master Facilitator and Trainer, on Racial Impact Statements, and the value they can add to recommendations being implemented. Racial Impact Statements can help evaluate potential disparities within proposed policies before they are implemented.
 - The subcommittee discussed the potential Subcommittee on Race and Equity. Several participants believed race and equity needs to be infused in all three subcommittees and not a standalone committee. A member felt that there should be a new standalone committee on race and equity so it can be more focused, and another member agreed so it could study racism. Several participants that felt it should not be formed as it isolates the conversation.
 - Kim Giardina presented potential metrics for the County Live Well Indicator on Living Safely. Kim presented two metrics and the subcommittee had a robust discussion. Several members recommended the rate of substantiated maltreatment as the indicator.

○ **Organizational Structure**

- Alethea Arguilez provided the update for the Organizational Structure Subcommittee. She provided the following updates:
 - The committee received a presentation from Doug Bender, Master Facilitator and Trainer, on Racial Impact Statements, and the value they can add to recommendations being implemented. Racial Impact Statements can help evaluate potential disparities within proposed policies before they are implemented.
 - The subcommittee discussed the potential Subcommittee on Race and Equity. Several participants stated that if a new committee on race and equity is formed it should report to the existing subcommittees, so information is shared. A member stated that there is a need for a separate committee to study racism.
 - Kim Giardina presented potential metrics for the County Live Well Indicator on Living Safely. Kim presented two metrics and the subcommittee had a robust discussion and several

participants recommended the rate of substantiated maltreatment as the indicator.

- Kim Giardina presented on the Strong Families Thriving Communities work being done to improve the health and well-being of children and families.

4) Proposed Subcommittee on Race and Equity

- Supervisor Cox introduced the agenda item and motioned for approval of the formation of a new subcommittee on race and equity. Supervisor Cox stated that the issues of disproportionality and equity in the child welfare arena are important and need to be addressed.
 - Supervisor Cox stated the member Shane Harris submitted a letter to be shared with the full advisory board, Supervisor Cox asked Shane Harris to read his letter. Shane Harris read his letter that shared his concern that the subcommittees and full advisory board are not addressing disproportionality, equity, and systematic racism. He supported the formation of the new subcommittee.
 - Crystal Irving shared that she doesn't feel a separate subcommittee on race and equity would be beneficial, as based on her experience the discussion on race and equity would fall on a few, and not the larger group.
 - Simone Hidds-Monroe shared she opposed the additional subcommittee and felt it should be discussed in all areas.
 - Alethea Arguilez shared she opposed the additional subcommittee because we should be talking about racism in all conversations.
 - Maddy Kilkenny shared she opposed the additional subcommittee and agreed with Crystal Irving's statement that it should be infused in all conversations.
 - Melissa Villagomez shared she opposed the additional subcommittee as it is too important to only have the conversation in one place but should be throughout our work.
 - A member of the public shared her concern that past efforts on disproportionality were not successful and supported the formation of the new subcommittee.
 - A member of the public agreed with the formation of the new subcommittee to address racism and disproportionality.
 - Meredith Riffel shared that if the community is supporting the formation of the new subcommittee, that it should be formed. She suggested this could be an ad-hoc committee that could report to the three existing subcommittees on a regular basis.
 - Jessica Heldman supported the ad-hoc committee proposal.
 - Supervisor Cox proposed the recommendation be augmented to an ad-hoc committee, which would inform the three existing subcommittees and bring recommendations to the full Advisory Board (within 90 days) and moved to approve. Shane Harris seconded the motion, with all present members voting in favor except the following members: Alethea Arguilez abstained from voting, and Maddy Kilkenny provided a "No" vote.

5) COVID-19 Update

- Supervisor Fletcher introduced the agenda item and began the update.
 - Supervisor Fletcher shared that the COVID-19 case count is rising, and that the County could be placed back into the State's most restrictive tier. He hopes residents adhere to social distance guidelines as these steps save lives and help our economy.
 - Shane Harris shared the number of foster children and social workers that tested positive for COVID-19 are very low and commended CWS leadership.
 - Crystal Irving shared that her coworker passed away from COVID-19. Supervisor Cox paused for a moment of silence in her honor.

6) Child Welfare Services, Director's Report

- Supervisor Cox introduced the agenda item and turned the item over to Kim Giardina. Kim Giardina shared:
 - Health and Human Service Agency has hired a new Child Health Officer, Kelly Motedel, who will be working with CWS to promote child health and wellbeing.
 - CARES Act funding received is being used for outreach to families, especially families not fully connected to their school.
 - Fostering Academic Success in Education – this is a pilot that Supervisor Cox began to focus on improving educational outcomes for foster youth. 15 students from Sweetwater Union School District are participating, with one full time social worker to assist with the educational needs of these youth.
 - Earlier in the pandemic CWS saw a decrease in hotline calls, they are now rising and back to typical numbers.

7) Proposed Child Welfare Indicator for County Strategic Initiative – Living Safely

- Supervisor Fletcher introduced the agenda item and turned the item over to Kim Giardina.
 - Kim Giardina shared that Live Well San Diego has a series of indicators that measure the collective impact of the work being done in the region. CWS must select an indicator under the Living Safely component and proposed two measures: the rate of substantiated maltreatment and the reoccurrence of maltreatment. Both measures will continue to be monitored. Subcommittee participants preferred the rate of maltreatment metric, Supervisor Fletcher deferred to their recommendation and recommended the rate of maltreatment metric as the Child Welfare Indicator for the County Strategic Initiative.

8) Glossary of Terms

- Supervisor Cox introduced the agenda item and turned the item over to Sandra McBrayer.
 - Sandra shared that due to the large number of acronyms used in child welfare, a glossary of terms was needed. Alethea Arguiliez led this effort creating the document to assist the public with understanding language used in child welfare.
 - Shane Harris appreciated the glossary of terms. Outside of the glossary, Shane stated his concern that children are being referred to as a 'case.'
 - Other members shared that that is not their experience and do not use that terminology.

9) Advisory Board Member Updates

- Supervisor Fletcher opened the floor to members with updates.
 - Carolyn Griesemer shared that she is organizing a training on Eliminating Racism and Bias in Child Welfare with dr. Jessica Pryce that she is hoping stakeholders in the region will participate.
 - Shane Harris shared this that the People's Alliance of Justice, recently signed a memorandum of agreement with the County's Health and Human Services Agency to address disproportionality.
 - Crystal Irving asked for clarification regarding if social workers must go to a home where a person living in that home tested positive for COVID-19.
 - Shane Harris suggested adjourning today's meeting in honor of firefighters fighting many fires throughout the state and those who lost their lives to 9/11.

10) Adjournment

- Supervisor Cox adjourned the meeting at 11:00 AM.

Next Meeting:

- November 13, 2020

Distributed:

- Meeting Agenda
- Summary of August 27, 2020 Subcommittee Meetings
- Enterprise Performance Indicator Summary from Operational Plan
- Berkeley Maltreatment Data
- Glossary of Terms

Meeting minutes were submitted by Sarah Rafi. Please call Sarah Rafi at (619) 417-9114 if you have corrections or suggested revisions. She may also be contacted for agenda items or general information.



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Summary of Subcommittee Meeting

Subcommittee:

Race & Equity	1:00-2:30 pm
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Date: October 14, 2020

Location: Virtual via Zoom

Facilitators: Sandra McBrayer

Meeting Staff: Sarah Rafi, Jocelyn Nunez

Race & Equity Subcommittee Summary: 59 attendees took part in the Subcommittee.

Advisory Members Participating: Patty Boles, Kim Giardina, Scott Huizar, Crystal Irving, Armand King, Carolyn Griesemer, Meredith Riffel, Maddy Kilkenny, Sade Burrell, Stephen Moore, Shane Harris, Jessica Heldman, Jeff Wiemann

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. Sandra informed participants that this is a solution-based Subcommittee to identify issues and potential solutions to continue to improve the child welfare system.

Structure of Subcommittee

Sandra reminded participants that this committee was formed through board action from the full Child and Family Strengthening Advisory Board meeting that took place on 9/11/20, to advise the other three Subcommittees on their work on the 88 Workgroup Recommendations from December 2018. Sandra shared the following regarding the structure of the Subcommittee:

- All members of the public are welcome.
- Agenda will be developed at the end of each subcommittee meeting with items not covered or items requested by the committee.
- Everyone will be included in conversations and all participants will be allowed to share their thoughts on agenda items.
- Participants were reminded that they cannot share current child welfare cases due to state confidentiality issues.
 - One participant stated that she didn't see many consumers at the meeting, mostly individuals representing organizations.

Review of CWS Action Plan

Sandra introduced Kim Giardina, Director of Child Welfare Services, to share some of the efforts that Child Welfare Services (CWS) is working on related to diversity, equity, and inclusion. Kim shared that following the killing of George Floyd, CWS wanted to re-evaluate and enhance its efforts to address

disproportionality and disparities. CWS has instituted “listening sessions” to hear from staff on how CWS can better serve children and families and better support African American staff.

Kim shared CWS’s Diversity, Equity and Inclusion action plan for Fiscal Year 2020-2021.

- Increased Awareness across Child Welfare
 - Identifying champions, expand existing diversity and inclusion work, creating a CWS Office of Equity (January 2021 expected hiring date).
- Enhance Social Worker Training
 - New Staff: Institute implicit bias testing for all new hires, add panel of youth of color to share experiences with the system, add cultural responsiveness to training simulations, create modified cultural responsiveness academy for new hires.
 - Ongoing staff: enhance skills around diversity, equity and inclusion, ensure training units include diverse clients, provide training on how to have difficult conversations.
 - One participant asked if there is any work being done to hire more people of color. Kim replied that CWS is working with Human Resources to hire more people of color. CWS is also reaching out universities and associations, such as the Black Association of Child Welfare Leaders, to learn of ways to do this.
- Improve Social Worker Practice Around Placement (only 20% of African American children are placed with relatives)
 - Enhancing the relative search process, enhancing relative placement support, improve recruitment and retention of caregivers of color, secondary review of placement decisions.
- Enhance Social Work Practice Around Investigations
 - RAD (Review, Assess, Direct) Team review of referrals to determine if referral requires an investigation (or to a community provider for general assistance), assess blind removal process, leadership review all removals of African American children.
- Enhance Skills at the Leadership Level
 - Ensure leaders are having discussions around race and equity, conduct 360-degree reviews for all managers, provide training for leadership around diversity, equity, inclusion.
- Improve Hiring, Recruitment and Retention Strategies
 - Complete workforce analysis (February 2021), develop recruitment strategies to improve diversity, create formal mentorships, develop retention strategies for staff.
- Additional Considerations
 - Recruit providers who match to demographic of clients, add racial impact statements to workgroup recommendations, ensure policies are assessed for bias and racial impact.
- Outcome Metrics – Are We Effective?
 - Improve staff retention, increase number of staff of color in leadership positions, complete 360-degree evaluations, reduce number of African American children entering foster care, increase number of children placed with relative by 5%, increase number of relative caregivers by 5%, increase number of caregivers of colors by 5%.
 - One participant asked if CWS is going to look at all the decision-making points – not just hotline referrals, to reduce disproportionality. Kim stated that Chiefs will review removals and placement.
 - One participant wanted to learn more about referrals. Kim stated that schools, law enforcement and hospitals have the highest rate of making referrals.
 - One participant asked if CWS plans to contact any black organizations to offer scholarships for them to go into social work. Kim stated that CWS is looking into engaging high school students, in addition to college students to get them interested in this career.
 - One participant asked why African American providers don’t have an office in the Southeastern community.
 - One participant asked about the racial breakdown of caseworkers. Kim stated 14% are African American, 48% are Latino, 29% are white, 7% are Asian. Kim stated that for supervisors, 11% are African American, 36% are Latino, 45% are white,

7% are Asian.

- One participant suggested that these goals should be aligned to the recommendations, so we can see how much progress has been made.
- One participant asked if law enforcement, schools, and hospital staff must take implicit bias training. Sandra stated this is not currently required, but this can be brought up to the full Advisory Board to see if the Co-Chairs would consider adding to the County state legislative agenda in the coming year that all mandatory reporters in California be required to take implicit bias training.
- One participant asked if CWS can track the hiring practices of organizations contracted to work with CWS (ethnic breakdown of staff). Kim stated she would see if this is possible. The participant also wanted to know if it is possible to determine which CWS contracted organizations have an office in the region it serves. Kim stated she would see if this is possible.

Racial Equity Tool

Sandra introduced the next agenda item, reviewing a racial equity tool. Kim shared the Race Equity Impact Assessment by the Center for the Study of Social Policy. Sandra stated this tool is being used to start the conversation around policies and practices and how they can be reviewed through the lens of race.

- One participant asked how the tool would work in practice. And how this tool would positively or negatively affect communities of color.
- One participant stated Behavioral Health Services requires contracted providers to complete cultural competence training and asked if CWS requires this and if not, would they consider requiring it.
- One participant asked how a participant can add an item to the agenda. Each future agenda is decided by the committee. Sandra asked for topics for the next agenda:
 - One member asked how this subcommittee can work with Office of Racial Equity. Sandra stated that the recruitment process for the new director is still in process. Sandra stated if the Director for that office is selected before the next subcommittee meeting (12/9/20), they will be invited to the meeting.
 - One member asked if the subcommittee could look at cities that have addressed racial equity in a proactive manner such as Seattle.
- One participant said members of the community cannot meet at 1pm and would the subcommittee consider moving the time of this subcommittee.
- One participant asked for CWS outcome metrics to be shared frequently.
- One participant suggested developing future agendas that address single topics, so that the group can take a deep dive into topics.
- Two participants stated we should better engage birth parents, biological families, and youth.
- One participant stated we should engage former foster youth and youth exiting the system to ensure their voice is heard (not just the voices of youth in Just in Time for Foster Youth).
 - One participant stated that Just in Time for Foster Youth includes a wide range of youth and represents many voices.

Wrap Up

Sandra reviewed the topics that will be covered in upcoming subcommittee meetings.

- If the County of San Diego collects staffing ratios by race and ethnicities of current CWS contractors.
- If the County of San Diego collects information on if current CWS contractors have offices in the communities they are contracted to serve.
- If CWS requires their contractors to complete cultural competence training.
- CWS outcome metrics.

- Participants will discuss time of day for subcommittee meeting
- Participants will discuss ideas that this subcommittee can further examine.
- An Invitation to the new Director of the San Diego County Office of Racial Equity to attend the next subcommittee to discuss the Office of Racial Equity's roles and responsibilities.
- Participants will brainstorm ways to encourage participation and how to better include both birth parent and youth voices.



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: October 22, 2020

Location: Virtual via Zoom

Facilitators: Sandra McBrayer

Meeting Staff: Sarah Rafi, Jocelyn Nunez

Workforce Development Subcommittee Summary: 22 attendees took part in the Subcommittee.

Advisory Members Participating: Patricia Boles, Kim Giardina, Scott Huizar, Crystal Irving, Simone Hidds-Monroe

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 introduced Kim Giardina, Director of Child Welfare Services, who presented Completed/Ongoing Child Welfare Services Update on Recommendation Work to Date.

- Primary and Secondary Traumatic Stress/Explore Safety Culture Initiatives in Tennessee (Workforce Development recommendation #3):
 - Completed knowledge exchange with Tennessee to learn of successful initiatives that support social workers, youth and families. Developed Resilience Builder sessions for line staff and supervisors to address secondary traumatic stress.
 - A participant requested the Resilience Builder curriculum. This was emailed to stakeholders on 10/26/20.
- Primary and Secondary Traumatic Stress/Evaluation Employee Assistance Program (EAP) (Workforce Development recommendation #6):
 - CWS Senior Staff regularly reviews qualifications of EAP providers.
 - A participant asked if EAP providers are culturally diverse. Kim stated that Human Resources is enhancing the recruitment of diverse EAP providers.
- Capacity to Operate Within a Trauma-Informed Lens/Conduct Review of Resources and Determine Areas of Need and Improvement (Workforce Development recommendation #14)
 - Senior Staff Psychologist regularly reviews providers and elevates needs.
 - A participant asked for clarification on mental health provider oversight. Kim shared that the Treatment and Evaluation Resources Management (TERM) Panel, run by Optum, currently provides oversight.

- A participant asked about the racial breakdown of TERM panelists. Kim stated that currently there are 5 African American panelists. The Participant asked how many more providers of color are needed, Kim stated she would follow-up.
 - A participant asked if CWS outreaches to culturally diverse former social workers to recruit them for the TERM panel. Sandra asked how this recruitment could work and the participant stated it would need to be grassroots outreach. Sandra stated this would be added to the next agenda for ideas to be shared with CWS.
 - A participant stated that of the TERM panel has a physical space requirement, which is a barrier to applicants. Kim stated she will determine if there is a physical space requirement and if it is still required during the pandemic.
- Capacity to Operate Within a Trauma-Informed Lens/Engage in Cross Training and Shared Learning Opportunities to Increase Trauma Awareness and Improve Collaboration (Workforce Development recommendation #15):
 - Presented on trauma-informed care to Dependency Judges and court officers. Training with Probation/community partners about working with Native American population. Implemented training tracking system to identify trainings that align with the Integrated Core Practice Model. Scheduled training with Dr. Price on Bias/Racial Equity.
- Enhancing Caseworker Onboarding, Training and Continuing Education/Create Consistency of New Hire Caseloads, Establish Designated Training Units, Increase Field Experience for New Hires (Workforce Development recommendation #'s16, 17, 22):
 - Created Workforce Training and Development policy that includes graduated caseloads for new staff, formal training units and required experiences for all new staff.
 - A participant stated that she has heard from a new social worker who feels their supervisor expects too much. Kim replied that staff should elevate concerns to their supervisor.
 - A participant stated she has been told that new staff are being sent to units that they haven't been trained in. Kim shared that due to the pandemic, needs shifted drastically, which required staff to take on new tasks. Kim stated she will follow-up to confirm there is a warm handoff for new staff to their new unit.
- Notice of Change of Child's Placement/CWS to Add Steps to Providing Notice to Parties of Placement Changes in the CWS Training Curriculum (Workforce Development recommendation #24):
 - Updated the Justice Electronic Library System (JELS) to allow for placement change notices to distributed through this service. Training began July 2020.
 - A participant asked who is involved in this communication. Kim shared that this communication is provided to Court Appointed Special Advocates (CASA), minor's attorney, the judge, but it does not include the parents.
 - A participant asked why caregivers cannot be notified of changes via JELS. Kim shared that she would confirm why caregivers are not currently allowed.

Sandra introduced the next agenda item, the Subcommittee on Race & Equity Update. Sandra stated the 10/14/20 Subcommittee on Race & Equity was well attended. She shared that Kim presented on CWS' diversity and inclusion efforts through the lens of training, recruitment of staff, hiring practices, and other things that they are working on. The Subcommittee also reviewed the racial assessment tool from Race Matters and Kim shared the upcoming training, "Eradicating bias and racism in the child welfare system," happening November 6 & 13. Sandra shared Kim's approaches to ensuring the youth voice is included in all discussions. Sandra shared that Subcommittee has not determined what it will focus on first.

Sandra then introduced the next agenda item, Roundtable Discussion.

- A participant asked how recruitment efforts for diverse staff are happening in the virtual world. Kim responded that CWS is looking into recruitment earlier, at the high school level, as well as at universities. A participant suggested outreach to community colleges.

Sandra reiterated the follow-up items:

1. CWS to follow up on how many more providers of color are needed for TERM Panel.
2. Increased recruitment of people of color for TERM Panel through grassroots outreach.
3. CWS to confirm if there is a physical space requirement for TERM panelists and if it is still required during the pandemic.
4. CWS follow-up regarding new staff are being sent to units that they haven't been trained in, to clarify the warm handoff process for new staff to their new unit.
5. CWS to clarify why caregivers cannot be notified of placement changes via JELS.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on December 17, 2020.

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

Advisory Board Members Participating: Kimberly Giardina, Carolyn Griesemer, Jessica Heldman, Simone Hidds-Monroe, Crystal Irving, Stephen Moore, Adam Reed, Suzanne Sterling, Jeff Wiemann, Patty Boles, Ana Espana.

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 introduced Kim Giardina, Director of Child Welfare Services, who presented Completed/Ongoing Child Welfare Services Update on Recommendation Work to Date.

- Investigations of Maltreatment of Children While in Care/Create Emergency Response Unit to Investigate Reports of Maltreatment (Child and Family Services recommendation #2):
 - Open Case Investigation Unit (OCI) policy published in May 2020. Unit staffed with dedicated supervisors, senior workers, and social workers.
 - A participant asked if CWS can further describe the Family Urgent Response Team at the next meeting.
 - A participant asked if CWS has statistics on substantiated maltreatment claims. Kim stated she would follow-up to provide the data.
 - A participant asked if CWS tracks what trainings resource parents are being sent to attend based on allegations. Kim stated she will follow-up.
 - A participant asked for the breakdown on the type of allegations and how the number of referrals fluctuate. Kim shared with she will follow up.
- Caregiver information forms and foster family agency report included in juvenile court proceedings (Child and Family Services recommendation #4):
 - Partnered with Juvenile Court to develop a letter that is sent to all caregiver notifying them of upcoming hearing and the child's right to attend those hearings.
 - Kim stated letters must be sent by mail. Sandra shared this can be elevated as a legislative ask to allow for electronic letters.
 - A participant stated that she has heard that resource families are being deterred from attending hearings by social workers and asked if this be clarified with staff.
 - A participant asked CWS to include foster parent associations links in the letters.
 - A participant stated challenges of caregivers attending in person hearings (long wait times). Judge Espana stated children are currently given priority in court.
 - A participant asked for attendance rates for in person versus virtual hearings.
- Placement of Sibling Sets Together (Child and Family Services recommendation #9):
 - Purchased BINTI to better keep siblings together, established new sibling placement

guidelines. State will not cite siblings remaining at Polinsky for more than 10 days.

- A participant asked if youth are aware of the ability to keep sibling sets longer at Polinsky. Kim stated further training for staff is a great suggestion.
- Evaluation of a Child's School Placement During Team Meetings (Child and Family Services recommendation #14, 16):
 - Updated policies and developed MOA with school districts to provide for school of origin transportation.
 - A participant asked if kids are staying at their school of origin during COVID.
- Electronic Interface with Juvenile Court (Child and Family Services recommendation #19, 20)

Sandra introduced the next agenda item, the Subcommittee on Race & Equity Update. Sandra stated the 10/14/20 Subcommittee on Race & Equity was well attended. She shared that Kim presented on CWS' diversity and inclusion efforts through the lens of training, recruitment of staff, hiring practices, and other things that they are working on. The Subcommittee also reviewed the racial assessment tool from Race Matters and Kim shared the upcoming training on bias in the child welfare arena happening November 6 & 13. Sandra shared Kim's approaches to ensuring the youth voice is included in all discussions. Sandra shared that Subcommittee has not determined what it will focus on first.

Sandra then introduced the next agenda item, Roundtable Discussion. There were no discussion items.

Sandra reiterated the follow-up items:

1. Subcommittee to further discuss the Family Urgent Response Team.
2. CWS to provide statistics on substantiated maltreatment claims.
3. CWS to clarify what trainings resource parents are being asked to attend based on allegations.
4. Parking lot item to look at a legislative fix to allow for electronic submission of JV 290.
5. CWS to provide the breakdown on the type of allegations and the number of referrals being made.
6. CWS to clarify social worker training regarding sharing the importance of hearings and caregiver participation. Support caregivers in their right to attend hearings.
7. CWS to see if it is possible to include foster parent associations links in hearing letters.
8. CWS to attempt to provide attendance rates for in person versus virtual hearings.
9. CWS to explore/clarify staff training on informing siblings of the ability to stay longer at Polinsky while awaiting a home that can accommodate sibling sets.
10. CWS to follow up if children are staying at their school of origin during COVID-19.
11. CWS to review recruitment of resource families for sibling sets.
12. CWS to report out the remaining Completed recommendations, as due to time constraints, the Subcommittee was not able to hear all of them.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on December 17, 2020.

Organizational Structure Subcommittee Summary: 16 attendees took part in the Subcommittee.

Advisory Members Participating: Kimberly Giardina, Carolyn Griesemer, Crystal Irving, Jeff Wiemann, Patty Boles, 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.

Sandra introduced Valesha Bullock, Assistant Director of Child Welfare Services, who presented Completed/Ongoing Child Welfare Services Update on Recommendation Work to Date.

- Transformation and Transparent change, involving stakeholders in establishing core values. (Organizational Structure recommendation #3):
 - A team focused on staff support, supervisors, managers, system barriers, staff recruitment and retention. The team met many times to discuss transformational change and improvements to the organizational structure.
- Notice of Change of Child's Placement (Organizational Structure recommendation #23):
 - Change notices are sent via JELS system and CWS monitors that notices are timely. Information is sent to the court very quickly.
 - A participant asked if foster family agencies/caregivers can have access to JELS. CWS is looking into this to see if this is possible in the future. CWS confirmed the District Attorney's Office does use JELS.

Sandra introduced the next agenda item, the Subcommittee on Race & Equity Update. Sandra stated the 10/14/20 Subcommittee on Race & Equity was well attended. She shared that Kim presented on CWS' diversity and inclusion efforts through the lens of training, recruitment of staff, hiring practices, and other things that they are working on. The Subcommittee also reviewed the racial assessment tool from Race Matters and Kim shared the upcoming training on bias in the child welfare arena happening November 6 & 13. Sandra shared Kim's approaches to ensuring the youth voice is included in all discussions. Sandra shared that Subcommittee has not determined what it will focus on first.

Sandra then introduced the next agenda item, Roundtable Discussion.

- A participant shared she would like to see birth parents better engaged to obtain their views and experiences in the child welfare arena. The participant would like to see birth parents who don't reunite with children better engaged with to obtain their feedback on the child welfare system.
- A participant asked if resource parents are having a hard time getting approved since the new resource family approval process began. Valesha stated that sometimes barriers (criminal background) prevents families from being approved. Valesha shared that CWS is reaching out families of color, Tribal families, and families willing to take medically fragile youth to expand the number of resource families.
- A participant stated that she speaks with birth parents and would like to see them further supported so they can ultimately reunite with their child.
- A participant shared that trauma informed training for resource parents is very important.
- A participant shared that trauma informed training would greatly assist parents in the community.
- Several participants shared the need for common/aligned trauma informed training for providers in the community so everyone learns the same key points. One participant shared her organization is looking into creating a common training that can be used by anyone.

Sandra reiterated the follow-up items:

1. CWS to investigate if foster family agencies/caregivers can obtain access to JELS system.
2. CWS shared they would follow-up on the suggestion to obtain feedback from birth parents who did not reunite with their children.
3. Subcommittee to discuss how we can engage with birth parents differently to better support and connect with them.
4. Subcommittee to discuss trauma informed training in the broader sense to positively impact families.
5. Subcommittee to determine if Aimee Zeitz can present to the full Advisory Board meeting on 1/8/2021 on trauma informed training and the work her organization is going.

Sandra closed the meeting and reminded everyone that the next Subcommittee meeting will take place on December 17, 2020.

Office of Child Abuse Prevention (OCAP)

Overview



OCAP & CAPCs Discussion Points



- OCAP's Vision and Goals
- Levels of Prevention
- OCAP Roles and Responsibilities
- Prevention Planning
- Child Abuse Prevention Council (CAPC) Roles and Responsibilities
- OCAP and CAPC Resources



OUR VISION

To create an integrated state-wide system that supports families to provide safe, stable, nurturing relationships and environments for their children.

Agenda Item #8

About Us

The OCAP shapes policy and practice to promote the safety and well-being of California's children and families.



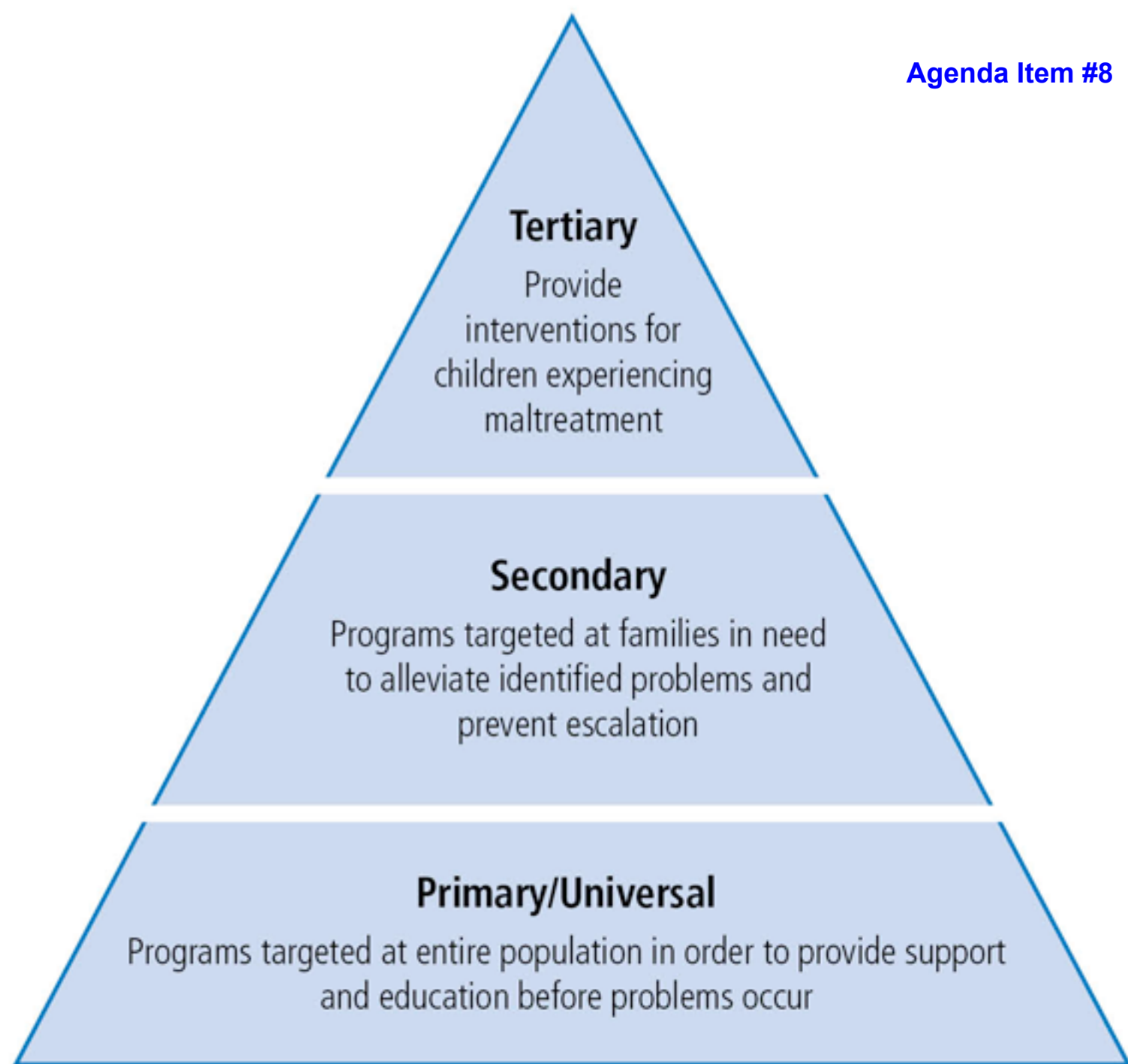
OCAP Strategic Plan Goals

Link, Lift, Leverage

Goals

- **Lifting** through capacity building
- **Linking** through a shared prevention agenda
- **Leveraging** resources to build protective factors through community and natural supports

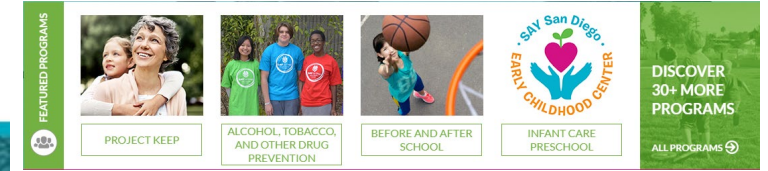
PREVENTION LEVELS



Family and Community Support Services (FCSS)

The **Family and Community Support Services** Unit is responsible for the research, development and implementation of innovative programs that lead to the dissemination of promising/evidence based practices for child abuse and neglect prevention. The unit oversees:

- Parent leadership programs
- The State Children's Trust Fund
- Statewide public awareness and education campaigns and programs
- Statewide training and technical assistance projects
- Prepares all request for proposals, requests for application and contracts.
- FCSS staff provide oversight to grants and contracts, performing site visits, reviewing reports, and ensuring funded partners achieve their scopes of work.



Indian Health Council, Inc.
Empowering Native Wellness



OCAP Grantees in
San Diego County



Prevention Network Development (PND)

- Engages with counties in a continuous quality improvement process to improve OCAP funded programs, services, and activities, and as a result federal measures
 - Provides technical assistance to Prevention Planning Teams, County Child Welfare Agencies, CAPCs, and CBOs
 - Strives to build prevention networks within counties and across the state by elevating prevention within the child welfare system and among stakeholders
-

OCAP Funded Programs in San Diego County

- Systematic Training for Effective Parenting (STEP) – Group Based Parenting Classes
- San Diego Youth Services (Adoption Support Services)
- Family Visit Coaching
- SafeCare



County Welfare Directors Meeting

- Dr. Robin Jenkins presents value of the prevention model.

The Prevention Cabinet

- OCAP & 10 Child Welfare Directors form the Prevention Cabinet

Prevention Cabinet

Formation of the Prevention Cabinet





Child Abuse and Neglect Prevention Summit

Prior to Prevention Summit

- Counties submitted applications.
- Application selections demonstrated: cross-sector leadership representation, previous or planned collaborative structure and possible outcomes.
- 33 counties applied and 22 counties were selected.

Prevention Summit

- A Prevention Data Dashboard specific to each county was provided.
- Teams created action plans, scheduled their next meetings, and were provided information on how to request technical assistance.
- 225 Attended the Summit.



Agenda Item #8

Prevention Planning Teams

“Without collaboration our growth is limited to our own perspectives.”

– John Robert Meehan

SHARED AGENDA

- Prioritizing building capacity of prevention partners
- Partnering with local CAPCs
- Example of Partnerships:
 - *5 grants to build regional CAPC coalitions to grow and promote their mutual interests*
 - *24 counties participating in prevention planning: Child Welfare and CAPCs form a partnership to create a cross-sector prevention planning team with the purpose of developing a countywide prevention plan*

Child Abuse Prevention Councils (CAPCs)





HISTORY

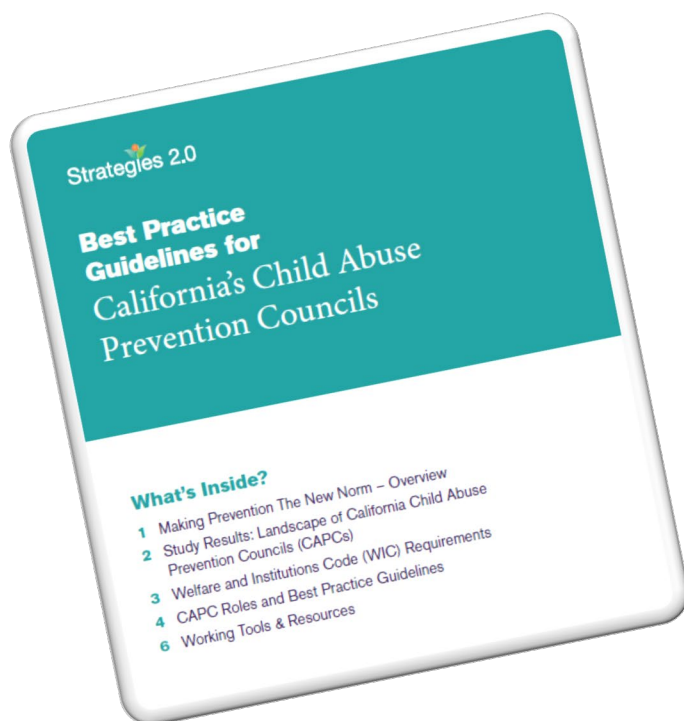
- OCAP funded the development of the monograph Vehicles for Change to be a resource for all Family Resource Centers
- OCAP and Strategies 2.0 worked together to develop the CAPC Best Practices Guidelines

CAPC REQUIRED ACTIVITIES PER WIC SECTION 18982.2 REQUIREMENTS

- **Provide** a forum for interagency cooperation and coordination in the intervention, detection, treatment, and legal processing of child abuse cases.
- **Promote** public awareness of the abuse and neglect of children and the resources available for prevention, intervention and treatment.
- **Encourage** and facilitate the training of professionals in “detecting, treating and preventing” child abuse and neglect.
- **Recommend** improvements in services for families and victims.
- **Encourage** and facilitate community support for child abuse and neglect programs.



CAPC Primary Roles and Responsibilities



Catalyst for
Prevention/Wellness



Convener of Cross – system
Partners



Coordinator of Countywide
Prevention Activities

CATALYST FOR PREVENTION

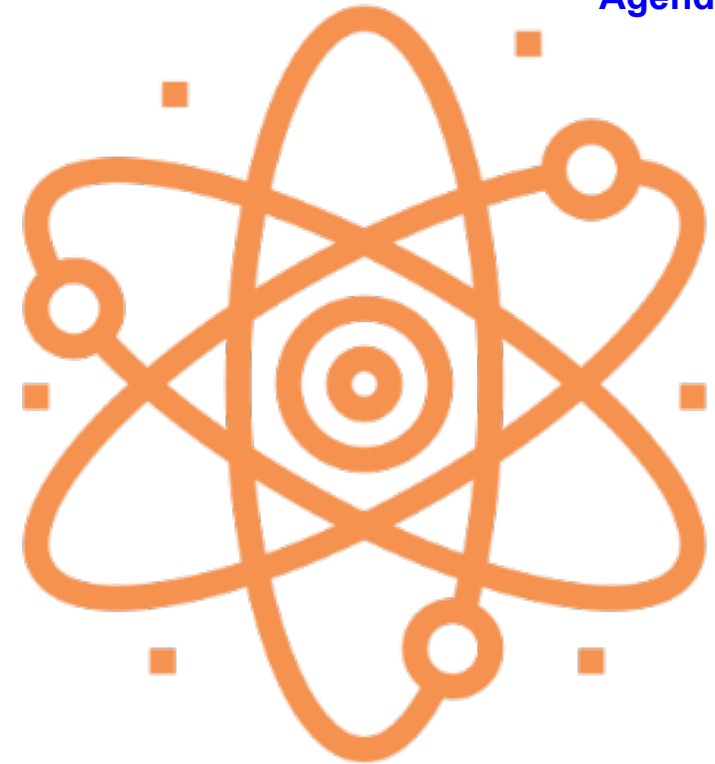
Foundational Capacity

- Leadership (Ability to motivate others)
- Vision, Mission, Values-Driven
- Be a Change Influencer

Best Practice Guidelines

- Build Momentum for positive change
- Share Ownership and Responsibility
- Prevention Education & Advocacy
- Planning & Implementation (R-P-R)

Agenda Item #8



CATALYST

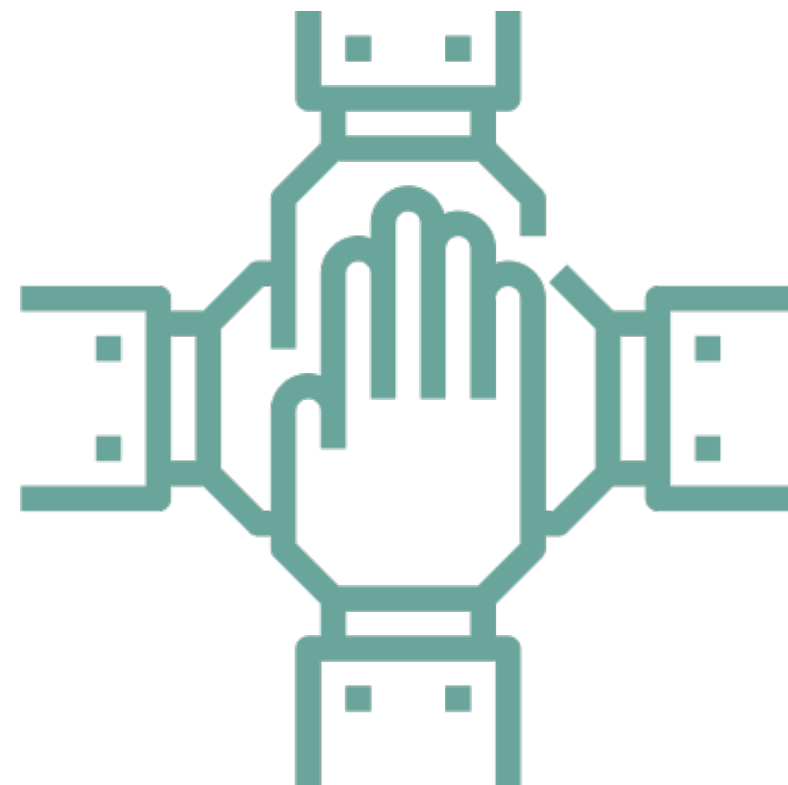
CONVENER OF CROSS – SYSTEM PARTNERS

Foundational Capacity

- Seasoned Facilitation Skills
- Commitment to Diversity, Equity, Inclusion
- Emotional Intelligence (Self & Others)

Best Practice Guidelines

- Neutral Party Convener
- Environment that Maximizes Participation
- Effective Working Relationships
- Lift Parent and Community Voice
- Recognize Contributions



CONVENER

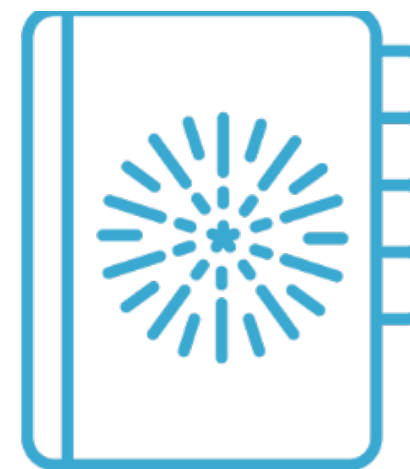
COORDINATOR OF PREVENTION ACTIVITIES

Foundational Capacity

- Dynamic Public Speaking
- Common Language, Common Approach
- Results, Process, Relationship

Best Practice Guidelines

- Prioritize WIC Activities
- Build High – Performance Partnerships
- Promote Public Awareness (not just April)
- Use Data and Research



COORDINATOR

A FRAMEWORK FOR PREVENTING CHILD ABUSE BY THE PROMOTION OF HEALTHY FAMILIES & COMMUNITIES



Vision

The vision of the Office of Child Abuse Prevention is to develop an integrated state-wide system that supports families to provide safe, stable, nurturing relationships and environments for their children. To achieve this vision, we have adapted the healthcare model for prevention, seeking to build protective factors through community and natural supports while mitigating risk factors.

Levels & Strategies for the Prevention of Child Abuse & the Promotion of Healthy Families and Communities

PRIMARY

These activities are directed at the general population to strengthen communities and improve child well-being by focusing on the social determinants of health, defined as the conditions into which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.

Primary strategies may include:

- ▶ Reducing poverty and drug use
- ▶ Improving economic stability, transportation and access to supports
- ▶ Increasing social connections within the community
- ▶ Improving health and access to healthcare
- ▶ Improving school readiness, neighborhood safety and play areas for children
- ▶ Increasing communication and public awareness strategies for education, engagement, and outreach

SECONDARY

These activities are offered to populations that have one or more risk factors associated with compromised well-being or child maltreatment, such as poverty, parental substance abuse, young parental age, parental mental health concerns, exposure to violence, and parental or child disabilities. Programs seek to build protective factors and mitigate the risk factors.

Secondary strategies may include:

- ▶ Increasing accessibility to family resource centers that offer information and referral services to families living in low income areas
- ▶ Offering parent education programs in strategic locations
- ▶ Providing home visiting programs that provide support and assistance to expecting and new mothers
- ▶ Providing respite care for families that have children with special needs
- ▶ Increasing access to family-centered substance abuse treatment services
- ▶ Connecting families to public assistance programs such as CalWORKS and CalFresh

TERTIARY

These activities focus on families where child maltreatment has occurred, seeking to mitigate its trauma and reduce the negative consequences of the maltreatment and to prevent its recurrence.

Tertiary strategies may include:

- ▶ Providing family reunification services
- ▶ Providing permanency planning
- ▶ Offering parent support groups that help parents transform negative practices and beliefs into positive parenting behaviors and attitudes
- ▶ Providing mental health services for children and families affected by maltreatment
- ▶ Providing parent mentoring programs to families in crisis

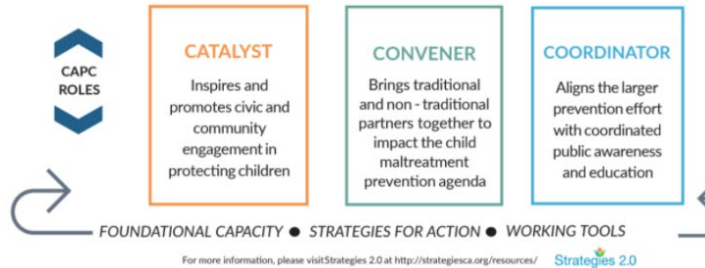


California's Child Abuse Prevention Councils



Best Practices Guidelines

Child Abuse Prevention Councils (CAPCs) are the catalyst, convener and coordinator of the countywide approach to prevention of child maltreatment. Each CAPC prioritizes strategies for action, and builds foundational capacity to move the state and local prevention agenda forward. The Office of Child Abuse Prevention (OCAP) provides these definitions and guidance to support CAPCs in their leadership role, partnering within counties and communities to promote child and family health and well-being.



BEST PRACTICES

- **Inspire and promote a community vision and value** for child safety and well-being.
- **Create a broad movement toward greater prevention strategies** within communities and systems.
- **Leverage investment in prevention** in light of the human and financial cost and effects of child maltreatment.
- **Expand meaningful partnerships** to engage a broad multi-sector public/private coalition that values the voice of persons with lived experience.
- **Bring partners together** on a regular basis in a safe, neutral space.
- **Facilitate an open and inclusive exchange**, reconciling differences, seeking synergy and aligning common goals.
- **Coordinate, engage and collaborate** to establish a shared vision for prevention, shared outcomes and measures and joint resource development.
- **Promote public awareness and build shared understanding** of how to prevent child abuse and neglect.
- **Use data and research to spark discussion and action** to improve child well-being and ensure effective solutions that demonstrate prevention is the smart and right thing to do.



CATALYST



CONVENER



COORDINATOR

RESOURCES

Agenda Item #8

- 1) [California's Child Abuse Prevention Councils \(CAPC\) Best Practices Guide](#)
- 2) [Office of Child Abuse Prevention \(OCAP\) Strategic Plan](#)



COUNTY OF SAN DIEGO

AGENDA ITEM

BOARD OF SUPERVISORS

GREG COX
First District

DIANNE JACOB
Second District

KRISTIN GASPAR
Third District

NATHAN FLETCHER
Fourth District

JIM DESMOND
Fifth District

DATE: January 26, 2021

XX

TO: Board of Supervisors

SUBJECT

AUTHORIZE PROCUREMENT OF A SINGLE SOURCE CONTRACT WITH ICF INTERNATIONAL FOR FAMILIES FIRST PREVENTION SERVICES ACT (FFPSA) IMPLEMENTATION AND CAPACITY BUILDING TECHNICAL ASSISTANCE SERVICES (DISTRICTS: ALL)

OVERVIEW

On February 9, 2018, the Family First Prevention Services Act (FFPSA) was signed into law as part of Public Law (P.L.) 115-123. FFPSA paves the way for a family strengthening, prevention-focused infrastructure intended to enhance supportive services for families to help keep children safely at home, reduce the reliance on and use of congregate care, and expand the capacity and use of kinship care and family-based settings to support children and families. FFPSA significantly changed the methodology and practice of the federal funding distribution of Title IV-E and Title IV-B of the Social Security Act. For the first time, child welfare systems can utilize Title IV-E funding to pay for services to prevent children from entering or re-entering foster care. A key component of funding will be the ability of child welfare systems to ensure alignment with the new FFPSA federal child welfare requirements that must be met prior to receiving federal prevention funding.

In November 2019, ICF International (ICF) was awarded ninety-eight million dollars through a competitive procurement from the Department of Health and Human Services, Administration for Children and Families to provide FFPSA capacity building services nationally, to all states, on behalf of the Children's Bureau for five years. The resources provided by ICF will assist in service development relevant to the specific requirements of FFPSA and direct technical support to states, territories, and local jurisdictions in planning for FFPSA implementation.

As the sole national provider of FFPSA capacity building assistance, ICF is uniquely positioned to provide the same services at the local level to the County of San Diego (County) Health and Human Services Agency, Child Welfare Services (CWS). If approved, today's action will authorize the Director of Purchasing and Contracting to enter into negotiations, on behalf of CWS, with ICF for direct implementation and capacity building technical assistance to ensure alignment with the new FFPSA federal child welfare requirements and achieve better outcomes for children, youth and families in San Diego County. This action supports the County's *Live Well San Diego*

SUBJECT: AUTHORIZE PROCUREMENT OF A SINGLE SOURCE CONTRACT WITH ICF INTERNATIONAL FOR FAMILIES FIRST PREVENTION SERVICES ACT (FFPSA) IMPLEMENTATION AND CAPACITY BUILDING TECHNICAL ASSISTANCE SERVICES (DISTRICTS: ALL)

vision by furthering efforts to support the well-being of vulnerable children by delivering strategies that improve the safety, permanency, and well-being of children, youth, and families.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

In accordance with Board Policy A-87, Competitive Procurement, and Administrative Code section 401, approve and authorize the Director, Department of Purchasing and Contracting to enter into negotiations with ICF, and subject to successful negotiations and a determination of fair and reasonable price, award a contract for the Family First Prevention Services Act implementation and capacity building technical assistance services, for the period of up to one year and up to four option years, and up to six additional months if needed, pending availability of funds, and to amend the contract as needed to reflect changes in services and funding.

FISCAL IMPACT

Funds for this request are included in the Fiscal Year 2020-22 Operational Plan in the Health and Human Services Agency. If approved, this request will result in costs and revenue of approximately \$568,000 in Fiscal Year 2020-21 and costs and revenue of approximately \$236,000 in Fiscal Year 2021-22. The funding source is Realignment. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

This item was presented to the Child and Family Strengthening Advisory Board as an informational item on November 13, 2020.

BACKGROUND

On February 9, 2018, the Family First Prevention Services Act (FFPSA) was signed into law as part of Public Law (P.L.) 115-123. FFPSA paves the way for a family strengthening, prevention-focused infrastructure intended to enhance supportive services for families to help keep children safely at home, reduce the reliance on and use of congregate care, and expand the capacity and use of kinship care and family-based settings to support children and families. FFPSA significantly changed the methodology and practice of federal funding distribution of Title IV-E and Title IV-B of the Social Security Act. For the first time, child welfare systems can utilize Title IV-E funding to pay for mental health, substance abuse, or parenting services to prevent children from entering or re-entering foster care. Previous to FFPSA, Title IV-E funds could only be used to help with the cost of foster care maintenance payments for eligible children; administration expenses to manage the program; training for staff and caregivers; adoption assistance; and kinship guardianship assistance.

The expanded services available under FFPSA helps to prevent children from entering or re-entering the foster care system. Services can be provided to parents, caregivers, and children/youth. Under FFPSA, services provided must be evidence-based and be approved by a Federal

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Clearinghouse. In addition to expanding funding for prevention services, FFPSA also places new requirements on reducing congregate care placements and increasing supports for children in foster care to live in kinship and community family settings. To maximize the revenue available for prevention services, child welfare systems must be able to ensure alignment with the new FFPSA federal child welfare requirements. These elements must be met prior to receiving federal prevention funding.

One of the key priorities for the Children's Bureau, an Office of the Department of Health and Human Services, Administration for Children and Families (ACF) is FFPSA implementation assistance. In November 2019, ICF was awarded ninety-eight million dollars from the Children's Bureau through a competitive procurement process to develop the first-ever national Child Welfare Capacity Building Center for States. ICF is a global consulting and technology services company that works with governments and nonprofits to help strengthen communities, families, and citizens by delivering evidence-based solutions with measurable impact. ICF offers an array of resources, events, and services designed to help jurisdictions meet federal laws and requirements, achieve their goals, and improve child welfare practice. The new Child Welfare Capacity Building Center for States offers a comprehensive array of training, technical support, and implementation services to state and territorial child welfare systems that focus on improving the practice and administration of agency programs. ICF helps jurisdictions deepen their understanding of organizational performance and delivers effective strategies that improve the safety, permanency, and well-being of children, youth and families. ICF has already delivered these unique capacity building services to fifty-four jurisdictions.

Today's action requests the Board of Supervisors (Board) to authorize an exception to competitive procurement for FFPSA implementation and capacity building technical assistance, in accordance with Board Policy A-87, Competitive Procurements, and to award a contract to ICF for up to one year and up to four option years and an additional six months if needed, and to amend the contract as needed to reflect changes in services and funding, subject to the availability of funds and subject to approval of the Agency Director, Health and Human Services Agency (HHSA).

If approved, ICF will deliver the following services to HHSA, applicable county departments, and Child Welfare Services contracted community providers who will be eligible to receive FFPSA funding for services provided to children in foster care or who are candidates for foster care, and their families:

- Strategic planning and consultation for FFPSA alignment to federal child welfare requirements;
- FFPSA countywide plan development and implementation; and
- Coaching and training on evidence-based solutions and effective prevention and family strengthening strategies.

FFPSA has provided an unprecedented opportunity to transform child welfare systems and move further upstream in the establishment of a prevention-focused infrastructure to help children and

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families. Entering into negotiations with ICF for direct implementation and capacity building technical assistance will ensure that services are provided in a manner that will maximize draw down of available federal revenue to support child and family programs and ensure alignment with the new FFPSA federal child welfare requirements.

ICF's working relationship with ACF and exclusive role as the national service provider for the Child Welfare Capacity Building Center for States uniquely positions them to assist in the implementation of FFPSA in San Diego County. This qualifies as an Exception to the Competitive Procurement Board Policy A-87 Section D.3, "Single Source: The procurement is for services from a provider with unique knowledge, skill, or ability not available from other sources."

The amount of the contract averages to approximately \$300,000 in each Fiscal Year from 2020-21 through 2025-26. Pricing is determined fair and reasonable based on current public policy implementation assistance provided at the state and local level and compared with an analysis of costs if the County of San Diego were to provide these services. The anticipated start date of the contract is March 1, 2021, subject to successful negotiations and a determination of fair and reasonable price.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

This action supports the Building Better Health and Living Safely initiatives in the County of San Diego's 2020-2025 Strategic Plan by ensuring families are provided with family strengthening services and supports, and that all children and families are healthy, safe, and thriving.

Respectfully submitted,

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SIGNATURE

HELEN N. ROBBINS-MEYER
Chief Administrative Officer

ATTACHMENT(S)

N/A

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AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: ☐ Yes ☒ No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED

☐ Yes ☒ No

PREVIOUS RELEVANT BOARD ACTIONS:

N/A

BOARD POLICIES APPLICABLE:

A-87 Competitive Procurement

BOARD POLICY STATEMENTS:

N/A

MANDATORY COMPLIANCE:

N/A

ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION NUMBER(S):

NA

ORIGINATING DEPARTMENT: Health and Human Services Agency

OTHER CONCURRENCE(S): Department of Purchasing and Contracting

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