



COUNTY OF SAN DIEGO
*Child and Family Strengthening
Advisory Board*
Minutes of September 11, 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 Supervisor
Supervisor Nathan Fletcher, County Board of Supervisor
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
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
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 Hiddis-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.