



**Our Children
Our Families
Council
San Francisco**



Training & Capacity Working Group

April 18, 2017 at 12:30 PM

City College of San Francisco

50 Phelan Ave, Multi Use Building Room 140 San Francisco, CA

Member attendees:

Angela Gallego Castillo	Kathleen White
Betty Pazmino	Kevin Truitt
Bruce Marcus	Nicole Fricke-Pothier
E'Leva Gibson	Richard Whipple
Ingrid Mezquita	
Julie Lenhardt	

Members not in attendance:

Arturo Carillo	Karina Henriquez	Prasanthi Patel
Barbara Johnck	Kevin Gogin	Reggie Daniels
Chris Canelake	Kimberly Smith	Sandra Zuniga
Davina Goldwasser	Libby Albert	Sean Kline
Eve Arbogast	Liz Jackson Simpson	Sylvia Deporto
Joyce Dorado	Mariana Chavez	Tamitrice Rice
Juno Duenas	Mary Hansell	Veronica Garcia
	Nik Kaestner	

Tri Chairs

Chair Katie Albright
Chair Ken Epstein
Chair Jill Hoogendyk

OCOF Staff

Alecia Barillas
Laurie Scolari
Simone Combs
Marc Dickenson

Members of the public:

1. Call to Order

- Chair Ken Epstein opens meeting, reviews meeting agenda.
- Asks if there are any public comments for items not on the agenda. No comments.
- Reminds everybody that the meeting is being recorded in accordance with the Brown Act.
- Chair Ken Epstein then asks each work group member to introduce themselves and share something they are grateful for.

2. Overview of Goals and What Was Covered Last Meeting

- Ken briefly goes over meeting norms, focuses on the “Honor Lived Experiences” meeting norm.
 - “The experience of those facing the challenges the working group is addressing will be shared to ground the work, provide on the ground perspectives, and challenge assumptions.”
 - Wants to discuss this norm as a group because we want to keep in mind that it is a starting point, but sharing experiences is not solely the sharing of experiences it is receiving those experiences and how we received them is how we relate to each other. We got feedback, that we a culture/group have to think and respond constantly to people’s experiences in ways that are respectful, understanding, and to increase the dialogue.
 - Ask members to start a discussion on lived experiences and connect it to one of our categories, Implicit Bias.
- Ken asks the members to reflect on the following questions:
 - How do we react to the lived experience stories we’ve heard?
 - How do we respond to them within the context of our own/others power and privilege?
 - Think from your personal lens. Think about who you are, where you come from, and what your privileges are.
- Members share their responses with each other.
- Chair Ken Epstein introduces Chair Katie Albright reviews “Why Are We Here?”
 - What are the key universal trainings, capacity building, coaching and metrics that constitute your goal area?
 - What trainings should be mandatory for all those who interact with our youth and their families?
 - What trainings are being provided, as a city, to help develop our workforce?
- What is our goal today?
 - To review identified categories from previous meeting

- To define the identified categories: define the general categories and agree on common definitions
- Ultimately we will present these categories to the full OCOF Council on June 1 for their feedback and approval.
- Chair Katie Albright reminds members to keep their work grounded in equity
 - Notes that the woman in the photo is actually so much more farther behind because of institutional racism and laws that perpetuate racism.

3. Goal Breakout Session and Discussion

- Chair Jill Hoogendyk leads the groups into the Breakout Sessions activity.
 - Jill goes over the Post-It note activity from the last meeting and reviews the five mandatory training categories that were identified.
 - Implicit Bias
 - Coordinated System of Care
 - Healthy Families & Two Generational System
 - Trauma Informed Care
 - Career Pathways & Hiring Lived Experiences
- Members choose which group they want to participate in. Ask members to contribute to drafting the language around the definition of the category.
- Chair Jill Hoogendyk regroups the groups, and ask the groups to report out the language that they drafted.
 - **Healthy Families & Two Generational System:** Want everyone to have a basic understanding of healthcare medical, dental, developmental, and nutritional behavior. We want people to really understand the red flags that may trigger a more intensive look at a family and think about identifying child abuse and family living situation. We also want people to understand how to talk to kids with problematic behavior and understand the support network the child is living with, so we can begin to understand the community/family members they can go to for help.
 - **Implicit Bias:** We did not get far on a definition. We talked about explicit and implicit bias and that we should call out implicit bias when we see it. We noted that explicit bias is becoming more prevalent because of the current times. We also talked about, from a training perspective to make sure that we have policymakers in mind as well as service providers. We also want people to be informed of the rights/protections of the people in our city (immigrants in particular) and to make sure that is incorporated in the training process.
 - **Trauma Informed Care:** We thought of naming this category “Trauma Informed Care and Systems” and subtitle it trauma sensitive approach. We are thinking about a universal curriculum, we think of it as a way of working, not a diagnosis. That was important because there is a lot of labeling in trauma, we should talk to people not about what’s wrong with them but what happened to them. When we shift our focus to what’s

wrong with you to what happened to you, it is much different conversation. The training should be focused on the workforce as well, and it needs to focus on historical trauma, not expertise. We came up with words that define the practices: understanding and not reacting, building and sustaining safety, reflection, humility, curiosity, and mindfulness.

- **Career Pathways & Hiring Lived Experiences:** We talked about early intervention, so starting a career mindset in middle school and making sure kids are engaged, not just in high school. We discussed developing a system where children can access coaches and mentors. We also discussed the possibility of having employers paying for education, so students can work and go to school versus choosing school or work. We also discussed offering incentives for students to pursue technical or two-year degree and helping with the transition from graduation to the workforce. We also focused on hiring authentic people and not just screening people based on GPA and test scores but having multiple measures to hire employees.
- **Coordinated System of Care:** When creating a definition, we looked first to the Georgetown University definition and right away noticed that the definition is great but we want to expand beyond that. We thought that accountability around outcomes was not included in the definition as well as systemic partnerships. We also thought that measuring impact and effectiveness is important for this definition. We created a draft definition for our category: "System of care means a spectrum of effective citywide services and supports for the most vulnerable children, youth, and their families that is organized into the lives and coordinated networks..."

4. **Announcements**

- Chair Ken Epstein announces the next work group meeting on May 10 from 12:30 to 2:30 at 555 Franklin St.
- Chair Ken Epstein tells the members to expect homework on the definitions for the five categories.

5. **Public Comment**

- Chair Ken Epstein ask for public comment.
- "People are looking for someone to coordinate, hold organizations accountable, making sure that we make a difference for youth and families. Everybody is looking at OCOF, so what is what is our hope for this particular work group what are really hoping to do with training and capacity?"
- "What degree would this group be involved in creating the curriculum of the training?"

6. **Adjournment**

- Meeting is adjourned.

