



Our Children
Our Families
Council
San Francisco



Training & Capacity Building Work Group

Wednesday, May 10 2017
555 Franklin Street, Boardroom
San Francisco, CA
12:30 to 2:30 pm

Meeting Agenda

- Welcome & Review Agenda
- Why we are here? What is our goal today?
- Five Year Vision Plan
 - Year 1 accomplishments
 - Year 2 goals
- Survey Results: Gallery Walk & Group Discussion
- Next Steps
 - Tri Chair June 1 presentation
 - Year 2 recommendations
- Closure

Why Are We Here?

What is the Problem We Are Trying to Solve?

- 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?



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What is Our Goal Today?

Today's focus

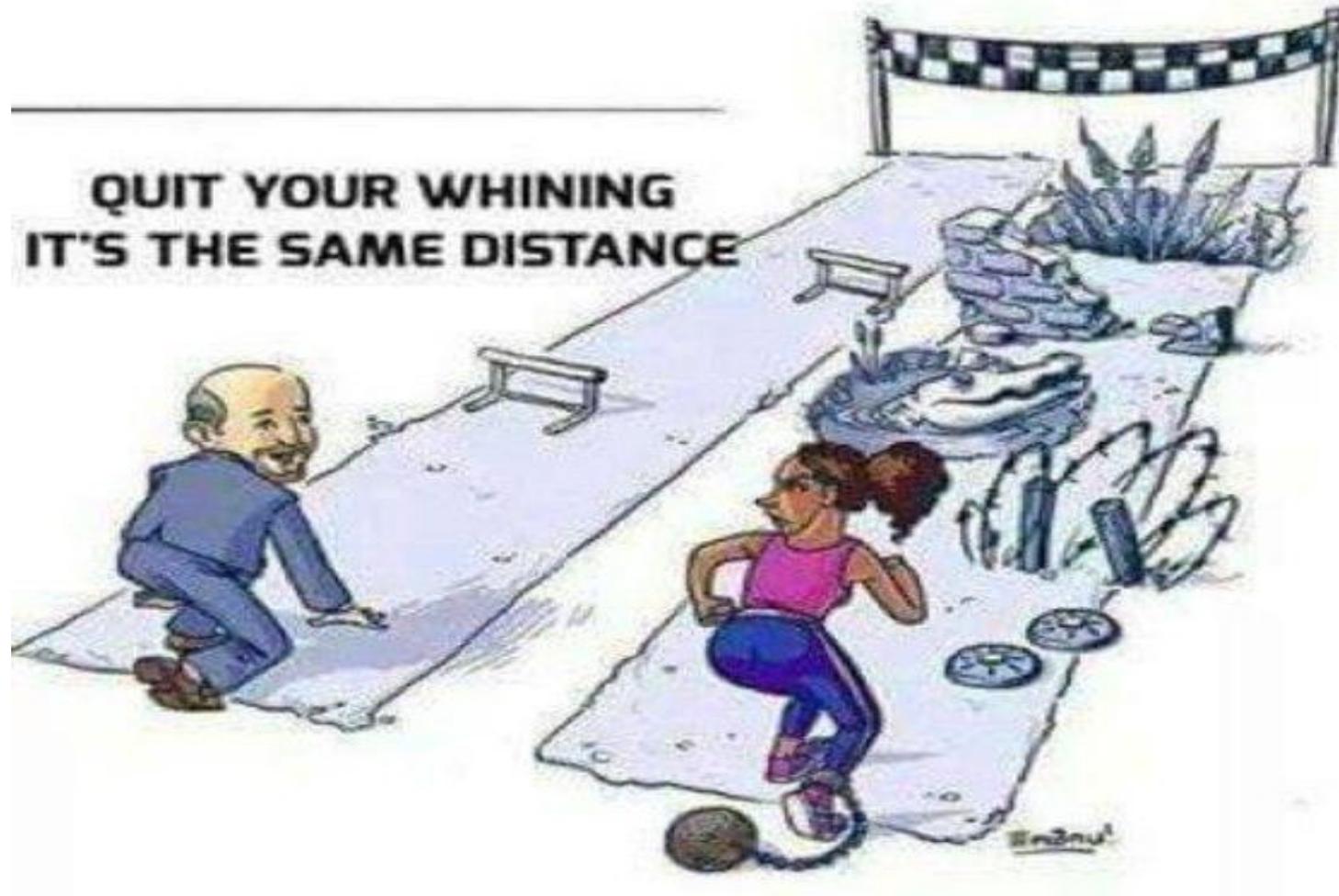
- Review and reflect on the survey results
- Provide additional feedback
- Recommend ways to strengthen definitions as needed



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Grounding Our Work in Equity



SFUSD Definition of Equity: The work of eliminating oppression, ending biases, and ensuring equally high outcomes for all participants through the creation of multicultural, multiethnic, multiracial practices and conditions; removing the predictability of success or failure that currently correlates with any social or cultural factor.

OCOF 5 Year Vision & Milestones



<ul style="list-style-type: none"> Identify citywide training categories 	<ul style="list-style-type: none"> Create and pilot citywide training standards 	<ul style="list-style-type: none"> Assess training standards 	<ul style="list-style-type: none"> Revise citywide training standards 	<ul style="list-style-type: none"> Sustain and replicate citywide training standards
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- Identified and defined five training categories.
- Addressed and honored lived experiences.



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Survey Results Overview

- 15 respondents (out of 20 active participants)
- Survey asked respondents to review **definitions** for 5 major categories
- Overall themes
 - We're on the right track
 - Some word-smithing needed

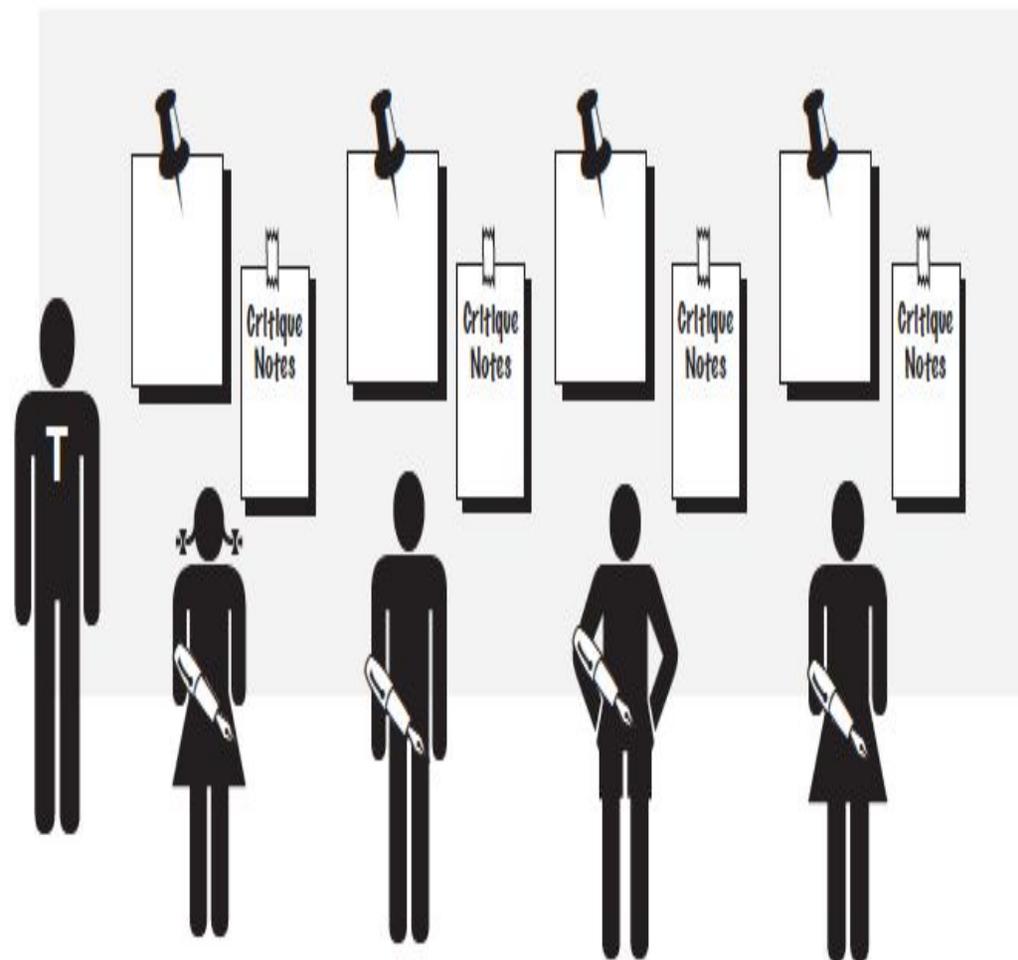


Gallery Walk

Step 1: Walk around and read the posters on the wall.

Step 2: On the labeled poster paper “Strengthening the Definition” write additional feedback.

Step 3: Reflect and regroup



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**Group
Discussion**

Next Steps

- Tri Chairs will present at June 1 Full OCOF council to:
 - Tri Chairs will finalize definitions
 - Vote on 5 training categories
 - Agree on 17-18 plan
- Work group will continue to meet - starting again this fall focused on:
 - Create the standards/competencies for each training category
- Work group participants
 - We invite all existing work group members to continue
 - Check on inactive attendees
 - Will invite content experts for each category





**We'd be in a
PICKLE
without you!**

Thank you for all of your hard
work and dedication.

Appendix: Survey Results

Page 12: Healthy Families and Multi-Generational System

Page 13: A Trauma Sensitive City

Page 14: Promoting Post-Secondary Opportunities

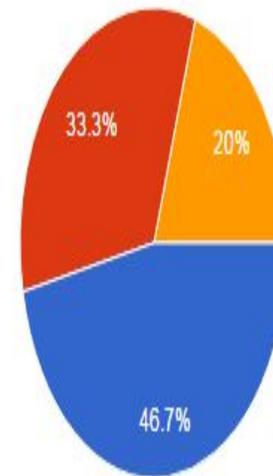
Page 15: Coordinated System of Care

Page 16: Implicit Bias

Page 17: Contact Information

Healthy Families and Multi-Generational System

Physical and mental health have a major impact on a family's ability to thrive. Childhood trauma lasts a lifetime with negative health and social consequences that can perpetuate for generations. Conversely, a family's positive overall health can profoundly change a child's trajectory in life, including education success and economic sustainability. Equally true, a child's healthy development is a powerful catalyst for parents and caregivers. The cost of poor health outcomes is borne by the individual, the family, and indeed the community as a whole. However, communities faced with racism, discrimination, income inequality, and inadequate housing, disproportionately bear the impact. A City focused on ensuring and promoting the health and well-being of both children and their parents -- creating Healthy Families & Multi-Generational Systems -- will educate the entire community to have a foundational understanding of positive health care (medical, dental, behavioral, and nutritional health) and child/youth development. Training will be differentiated to those working generally in the field and those working more intensively with families, with critical staff trained in greater depth and with knowledge how to collaborate and act in exigent circumstances.



- I totally agree with the definition
- I can live with this definition
- It needs to be totally revised. (If you select this option, please provide an alternative definition below).

Key recommendations:

- The definition above is strong, but limited. My concern is it makes no mention of financial health.
- Caregiver along with parent -- not all adults at home are parents. The definition is a bit wordy....less might be more?

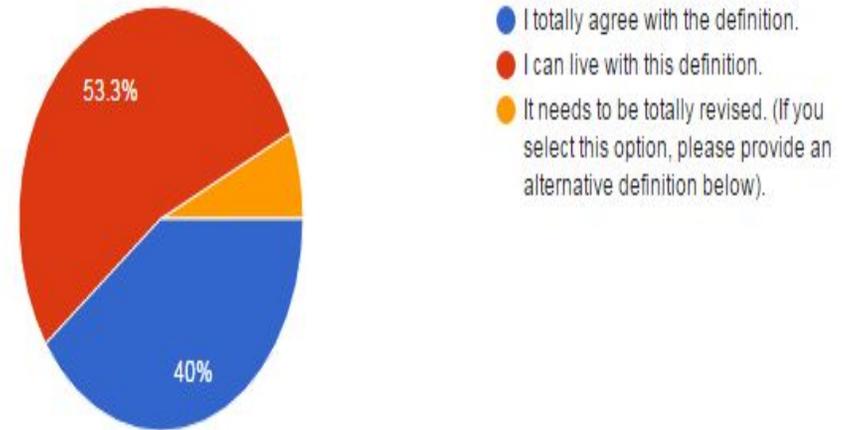


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A Trauma Sensitive City

Trauma impacts everyone as it can contribute to health and mental health issues including chronic health conditions (e.g., cancer, heart disease), and mental health issues (e.g., depression, suicidality). The impact is disproportionately exacerbated due to socio-cultural trauma including racism, inadequate housing, and discrimination and income disparities. Trauma not only impacts families, communities, organizations and our government. A Trauma Sensitive City focuses on educating the entire community on the insidious impact of trauma, asks our citizens what happened to them as opposed to what is wrong with them, provides specific and generalizable skills to our citywide workforce to address the effects in ourselves and others in the course of our daily work and lives and provides context for children, youth and family policy making. A Trauma Sensitive City focuses on healing wounds, supporting equity and fostering relationships that build a Healthy City.



Key recommendations:

- Also consider: Stress as an outcome of trauma, socio-economic and cultural or social, economic and cultural vs. 'socio-cultural and economic insecurity as other issues that exacerbates trauma (vs. just relative 'income disparity')
- The components are here, but again, wordy. I would start with the most important information -- A trauma sensitive city focuses on....

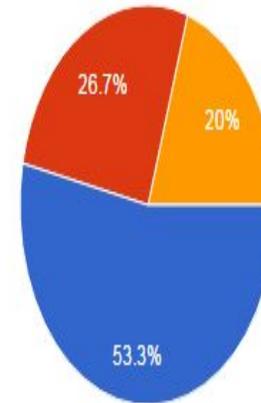


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Promoting Post-secondary Opportunities

Individuals who graduate with a post-secondary degree or certificate are more likely to secure jobs with higher wages and have continued benefits throughout their career, including the skills needed to be competitive in today's job market. Higher levels of education also correspond to lower levels of unemployment and decreased dependency on government resources. However, in San Francisco - and nation-wide - African American and Latinos are least likely to attend and complete post-secondary opportunities. In order to ensure our communities of color and low income families have the ability to earn a living wage in our City, we must do a better job at connecting them to post-secondary opportunities. A City focused on promoting post-secondary education opportunities including programs offered at City College of San Francisco and the Office of Workforce Development can have lasting effects. We envision our workforce from MUNI drivers to nurses to be informed of the free post-secondary opportunities to share with their clientele.



- I totally agree with the definition.
- I can live with this definition.
- It needs to be totally revised. (If you select this option, please provide an alternative definition below).

Key recommendations:

- Post-secondary degree or certificate also leads to greater lifetime earnings, today's and tomorrow's job market' vs 'today's job market
- Connecting students to post-secondary opportunities should include equipping students and families with the knowledge, skills and resources to plan and secure the financial resources for...

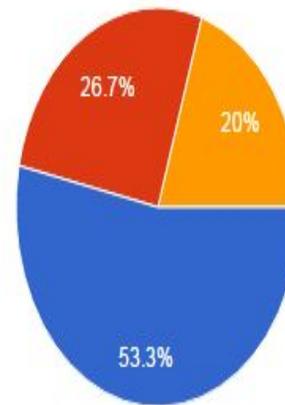


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Coordinated System of Care

Children and families with or at risk for mental health or other challenges typically have more than one need. They frequently interact with multiple support services, however publicly funded and community based services are siloed and rarely coordinate with each other. Lack of coordination burdens children and families who must navigate a complex maze of available services and supports. City departments, such as the Department of Public Health, the Human Services Agency, Juvenile Probation, the Department of Children Youth and Families, First 5, and the Office of Early Care and Education working in partnership with SFUSD are well positioned to influence services and supports provided to children and families in need. The City can also work to spread awareness and provide support for mental health or other challenges, educating children and families about the signs and whom to reach out to for help. A coordinated 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 a coordinated network, builds meaningful partnerships with families and youth, equitably addresses their cultural and linguistic needs, and is accountable to the community at large in order to help them to function better at home, in school, in the community, and throughout life.



- I totally agree with the definition.
- I can live with this definition.
- It needs to be totally revised. (If you select this option, please provide an alternative definition below).

Key recommendations:

- Start with this, and abbreviate the rationale that leads up to this.... A coordinated 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 a coordinated network, builds meaningful partnerships with families and youth, equitably addresses their cultural and linguistic needs, and is accountable to the community at large in order to help them to function better at home, in school, in the community, and throughout life.



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Implicit Bias

Implicit bias refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner. It describes the automatic associations people make –about groups of people and stereotypes about those groups. These biases, both favorable and unfavorable, are activated involuntarily and without an individual’s awareness or intentional control. These biases affect actions and decisions in an unconscious manner, and can cause institutions or individuals to act on prejudices, despite good intentions and nondiscriminatory policies. A City committed to raising collective awareness about implicit bias is one that recognizes the existence of implicit bias creates and sustains barriers to opportunity. And, because it contributes to social inequalities, and ultimately our ability to engage students, youth and families, we need to raise it to the forefront of our training plan for the City’s workforce. Our collective ability to name it, recognize it and address it will enable us to work together to reduce its impact.



- I totally agree with the definition.
- I can live with this definition.
- It needs to be totally revised. (If you select this option, please provide an alternative definition below).

Key Recommendations:

- No responses



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Our Contact Information

Chairs	OCOF Staff	
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<p>Jill Hoogendyk Chief of Staff San Francisco Unified School District HoogendykJ@sfusd.edu</p>	<p>Simone Combs, MPA Senior Analyst simone.combs@sfgov.org</p>	