Program Design for Transitional Times

Sherrice Dorsey-Smith, DCYF & Candice Wicks-Davis, e4e
Introductions

Sherrice Dorsey-Smith, DCYF
Candice Wicks-Davis, e4e
Purpose of Meeting

To start conceptualizing the programs and projects for the next funding cycle
DCYF Funding Process

DCYF Planning Cycle

DCYF operates according to a 5-year funding cycle that includes 3 planning phases:

1. **Equity is Our Throughline**
   - Understanding needs, experiences and disparities through direct engagement with children, youth, TAY and families

2. **Community Needs Assessment**
   - Allocating resources to address CNA findings in coordination with City and SFUSD partners

3. **Request for Proposals**
   - Selecting CBOs able to provide quality services that address needs affecting children, youth, TAY and families

[CLICK TO ACCESS: 2022 CNA]
FUNDING CYCLE GOALS

- Explore ways to strengthen the CBO workforce including potentially providing larger grants
- Explore ways to increase flexibility of grant structures to allow for more fluid services
- Continue providing technical assistance to grantees and City staff
- Expand outreach and access to programming
- Improve data collection and evaluation to better determine impact
- ACHIEVE BETTER OUTCOMES FOR CHILDREN, YOUTH, TAY AND THEIR FAMILIES!

OUR FORMULA

INTENTIONAL FUNDING + COORDINATION WITH CITY AGENCIES & SFUSD = BETTER OUTCOMES FOR CHILDREN, YOUTH, TAY & FAMILIES IN 2024-29 FUNDING CYCLE
DCYF estimates having roughly:

$121.7M - $135.5M

annually, in available funding for 2024-29 funding cycle

**DCYF GRANTS:**
**TO BE DETERMINED**
including Funding Strategies & Initiatives

**PARTNERSHIPS:**
**TO BE DETERMINED**
with other City Agencies & SFUSD

**DCYF IMPLEMENTED EFFORTS:**
**TO BE DETERMINED**
Including evaluation & TA/CB

To learn more about DCYF’s SAP please go to [https://www.dcyf.org/sap](https://www.dcyf.org/sap)
DCYF Result Areas

DCYF’S RESULT AREAS

CHILDREN & YOUTH ARE SUPPORTED BY NURTURING FAMILIES & COMMUNITIES

CHILDREN & YOUTH ARE PHYSICALLY & EMOTIONALLY HEALTHY

CHILDREN & YOUTH ARE READY TO LEARN & SUCCEED IN SCHOOL

YOUTH ARE READY FOR COLLEGE, WORK & PRODUCTIVE ADULTHOOD
Thing from the Future
Design Prompt

In a future there is a technological tool related to basic needs. What is it?
Covid-19 impacts all aspects of society

Education

1.6bn students out of school

Climate

-30% investment in clean energy transition

Poverty

+251m people pushed into poverty by 2030

Source: ACT-Accelerator Plan and Investment Opportunity presentation.
Data from the World Bank, market intelligence and the United Nations.
https://www.who.int/publications/m/item/act-accelerator-plan-and-investment-opportunity-presentation
CLOSED

Temporary
Due to COVID-19
Pandemic

Thank You!

Please Come Again!
Households with children report high rates of problems meeting basic needs during the pandemic.

Share of Adults in Households with Children Who Reported:

- Experienced a loss of income since March 13th: 51%
- Difficult to pay for usual household expenses: 38%
- Insufficient food: 12%
- Slight or no confidence in ability to make next month's rent payment: 34%

NOTES: Census Bureau Week 13 questionnaire defines "Usual Household Expenses" as food, rent or mortgage, car payments, medical expenses, student loans, and other expenses.

SOURCE: KFF Analysis of Week 13 of the Household Pulse Survey Summary Tables (August 19th-August 31st)
The Impact of COVID-19 on California Gig Workers

The UCLA Labor Center worked with the Service Employees International Union – United Healthcare Workers West to conduct 302 surveys of gig workers in companies such as Uber and Instacart. Take a look at the major findings of this study.

- 8/10 gig workers could not cover their household expenses with their current pay.
- 3/4 felt their companies were doing little to nothing to protect them.
- 1/2 did not receive PPE from their companies, and 95% claimed they would not be reimbursed for purchasing PPE.
- 3/4 said gig work was their primary source of income.
- 1/2 said they had to stop working because of the COVID-19 pandemic.
- 7/10 said the COVID-19 pandemic led to reduced hours.

Kids Getting Less Physical Activity and More Screen Time Due to the Pandemic

- More than before: 15%
- Same as before: 25%
- Less than before: 60%

- Screen time (non-academic): 78%
- 19%
- 3%
Share of Parents Reporting Worsening Mental Health For Their Children Ages 5-12, October – November 2020

- Overall Worsening of Mental or Emotional Health: 22.1%
- Elevated Symptoms of Depression: 4.4%
- Elevated Symptoms of Anxiety: 6.3%
- Elevated Symptoms of Psychological Stress: 9.2%
VUCA

Volatile
liable to change rapidly and unpredictably

Uncertain
not able to be relied on; not known or definite.

Complex
a whole made up of complicated or interrelated parts

Ambiguous
unclear or inexact
A VUCA Environment can...

- Destabilize people and make them anxious.
- Sap their motivation.
- Thwart their career moves.
- Make constant retraining and reshaping a necessity.
- Take huge amounts of time and effort to fight.
- Increase the chances of people making bad decisions.
- Paralyze decision-making processes.
- Jeopardize long-term projects, developments and innovations.
- Overwhelm individuals and organizations.
- Take its toll on internal culture.
- "Bleed" inwards and create VUCA environments within organizations.
Volatility, Uncertainty, Complexity, Ambiguity

Vision, Understanding, Clarity, Agility
Vision

Knowing where you are going or the greater purpose for the change.
Create a Compelling Vision!

As things change, your team can stay focused on the destination. They may trip up or fall down a stair, but their hearts are invested in the vision, so they feel compelled to stay the course.
Understanding

- Build durable relationships and prioritize building trust and spending non-work time together
- Gathering information. Understanding signals, patterns, cycles and systems
Compensation and Benefits*

Anthropic's compensation package consists of three elements: salary, equity, and benefits. We are committed to pay fairness and aim for these three elements collectively to be highly competitive with market rates.

Salary - The expected salary range for this position is $250k - $335k.
Volatile
Uncertainty
Complexity
Ambiguity

Vision
Understanding
Clarity
Agility
Clarity

Clear, regular, honest & transparent communication. Articulate parameters, limitations and employ group problem solving.
Volatility  Uncertainty  Complexity  Ambiguity

Vision  Understanding  Clarity  Agility
Agility

Adapting. Have a plan B, C, D, etc. and be willing to change course.
Scenarios

- Constraint
- Collapse
- Transformation
- Growth
Book bans &
The fight against DEI
Constraint

What will you do if everything stays the same?
Constraint Scenario

Books and EDI topics, organizations, etc. are banned in some states. Some states are mandating ethnic studies.

● How would you adjust your work RIGHT NOW based on this scenario?
Collapse

What will you do if everything falls apart?
Collapse Scenario

The first amendment protects EDI and all books that were banned are returned to the shelves.

The constitution is amended to protect the freedom of information.

● How would you adjust your life RIGHT NOW based on this scenario?
Growth

What will you do if this becomes the new normal?
Growth Scenario

- Books about diversity are banned at the federal level
- US history is rewritten without racial designations

How would you adjust your work RIGHT NOW based on this scenario?
Transformation

What will you do if everything changes completely?
Transformation Scenario

Home schooling become the norm and communities start their own small private schools.

- How would you adjust your work RIGHT NOW based on this scenario?
It’s too late to change the times, but it’s not too late to change your mind.
## Result/Service Areas

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<tr>
<th>Result Area</th>
<th>Service Area</th>
<th>Strategies</th>
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<td>Children and Youth Are Ready to Learn</td>
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<td>Enrichment and Skill-Building</td>
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<td>Educational Supports</td>
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<td>Youth are Ready for College, Work and Adulthood</td>
<td>Youth Workforce Development</td>
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<td>Educational Supports</td>
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<td>Justice Services</td>
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<td>Enrichment and Skill-Building</td>
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<td>Youth Empowerment</td>
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<td>Nurturing and Supported Communities</td>
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<td>Enrichment and Skill-Building</td>
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<td>Family Empowerment</td>
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<td>Physically and Emotionally Healthy</td>
<td>Emotional Well-Being</td>
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Connect the Dots

- What are you currently doing and how does it fit into these categories?
- What is your vision for what you can do in these service areas? **THINK BIG!**
- How do all of your services connect?
In Groups

- Introduce yourselves by sharing your name, organization and what part of the city you work in
- You will have 2-3 minutes each to share whatever you would like to share from your worksheet
- We will be keeping a group in the main session to be recorded. If you don’t want to be recorded, please let us know and we will place you in another group.

You have 20 minutes
Closing

- Please complete the evaluation (it’s 4 questions!)
- Take this back to your team and continue building out your vision!
- Drop a line in the chat for how you are feeling after today’s session