



San Francisco Department of Early Childhood Strategic Plan Advisory Committee

Meeting Notes

November 9th, 2021 | 6 p.m. to 8 p.m. (via Zoom)

[Video Recording Linked Here](#)

Summary of Meeting

The second meeting of the SF Dept. of Early Childhood Strategic Plan Advisory Committee was held on November 9th, 2021, via Zoom. Jamillah Jordan of the consulting team MIG acted as moderator for the meeting. The following is a summary of the items discussed.

Meeting Attendees

SPAC Member	Attendance for SPAC Meeting #2 – Nov. 9 th , 2021
Sara Briseño	Present
Krystle Danridge	Present
Rosaura Diaz	Present
Aline E Armstrong	Present
Gina Fromer	Present
Maria Luz Torre	Present
Lily Marquez	Present
Myrna Melgar	Present
Lynn Merz	Present
Brittany Moore	Absent
Latoya Pitcher	Present
Brenda Quintero	Present
Yingying Si	Present
Patricia M Sullivan	Present
Cathy Tsao	Absent
Amy Whittle	Absent

I. Welcome and Introduction

Jamillah Jordan welcomed SPAC members and public attendees in the audience. She started with a brief overview of Zoom platform tools for participants to engage. This included an announcement regarding live interpretation from English to Chinese (Mandarin) which was available during the meeting through the Zoom Chinese audio channel. Jamillah proceeded to give an overview of the agenda and meeting participation agreements.

II. Reflections on SPAC Meeting #1

Jamillah shared key themes and reflections from SPAC #1. Participants shared a sense of responsibility to serve and hear from families and children, centering healing, equity and value as well as being inspired by the moment for change. Included are the key takeaways for each discussion question.

What is most exciting to you about the planning process?

- Positive energy and motivation from this group
- Resources going to the communities most in need
- Equity as a lens and focus of the new department
- Co-creating a new vision, centered on shared values to guide this work
- This has been many years in the making; excitement that it is now happening

What concerns you the most about this process?

- Making sure we include the voices of folks who might be non-English speakers, newcomers, or those not already integrated in programs or the ECE system
- Want to have the right qualitative and quantitative data to make decisions
- No having enough resources to accomplish what we envision
- We need to have authentic transparency and be responsive to the voices involved
- Want clarity on what “kindergarten readiness” looks like and how we will define this

What’s your highest priority for this process?

- To help set direction for this work and the department
- Ensure that the strategies and priorities are doable, and have a solid plan of action
- That these strategies can help the parents in the community
- Collaboration to make change and processes that will support children and parents
- Rigor, accountability, and transparency
- Being centered around children, improving the lives of children and their families

What would make you feel like your voice helped determine the direction of the Strategic Plan and the City’s investments? What would make you feel authentically heard?

- Honoring, respecting, and valuing all voices included in the process – we are all keepers of knowledge
- Hoping parent stories and experiences can shape the policy making

- Collaboration is like making soup, everyone puts something in, and in the end the best soup will serve the needs of children and families. I will feel my voice is being heard when the flavor of the finished product is something I can recognize and be proud of.
- Centering the voices of parents, providers, teachers, and department staff who might not have been included in the past.

III. Strategic Plan Roadmap

Myrna Ortiz from MIG next shared the Strategic Planning Process Roadmap, including the purpose, approach, and composition of cohorts for the upcoming parent conversations. MIG will facilitate conversations to learn about the personal experiences raising children 0-7 in San Francisco of parents who have been historically denied equitable access to high-quality early childhood services and support. Conversations will involve 2-3 sessions with four different cohorts:

- Cohort A: Black/African American (in English)
- Cohort B: Asian (in multiple languages)
- Cohort C: Latino/Hispanic and Indigenous Spanish speaking parents, and
- Cohort D: Mixed group of races and ethnicities, with discussions in multiple languages.

IV. Key Engagement Questions

Jamillah and Carolyn Verheyen from the consulting group MIG facilitated open conversations between SPAC members around three main questions. Below are key takeaways from each question.

1. *How can we build authentic, non-extractive relationships with parents?*
 - Fostering culturally appropriate interactions and inclusive language
 - Meeting parents through cultural events, parks, libraries, schools, etc.
 - Focusing on intentional trust building and power sharing
 - Providing participation stipends
 - Following up with parents following conversations
2. *How can we make a measurable change in Kindergarten readiness for young children, particularly for Black, Brown, Indigenous, and Pacific Islander children?*
 - Addressing inequity in disciplinary actions
 - Incorporating social and emotional preparedness, identity development and ethnic studies
 - Shifting the focus away from the child in kindergarten readiness and focusing on teacher and school readiness
 - Better supporting educators with the resources to teach through an anti-racism lens, providing them with the tools to celebrate diversity
 - Holding administration and faculty accountable

3. *How can we be a catalyst for true system integration?*
 - Acknowledge existing barriers, power dynamics and lack of resources
 - Facilitate spaces where parents can advocate for themselves
 - Create accessible language, resources and tools

V. Public Comments

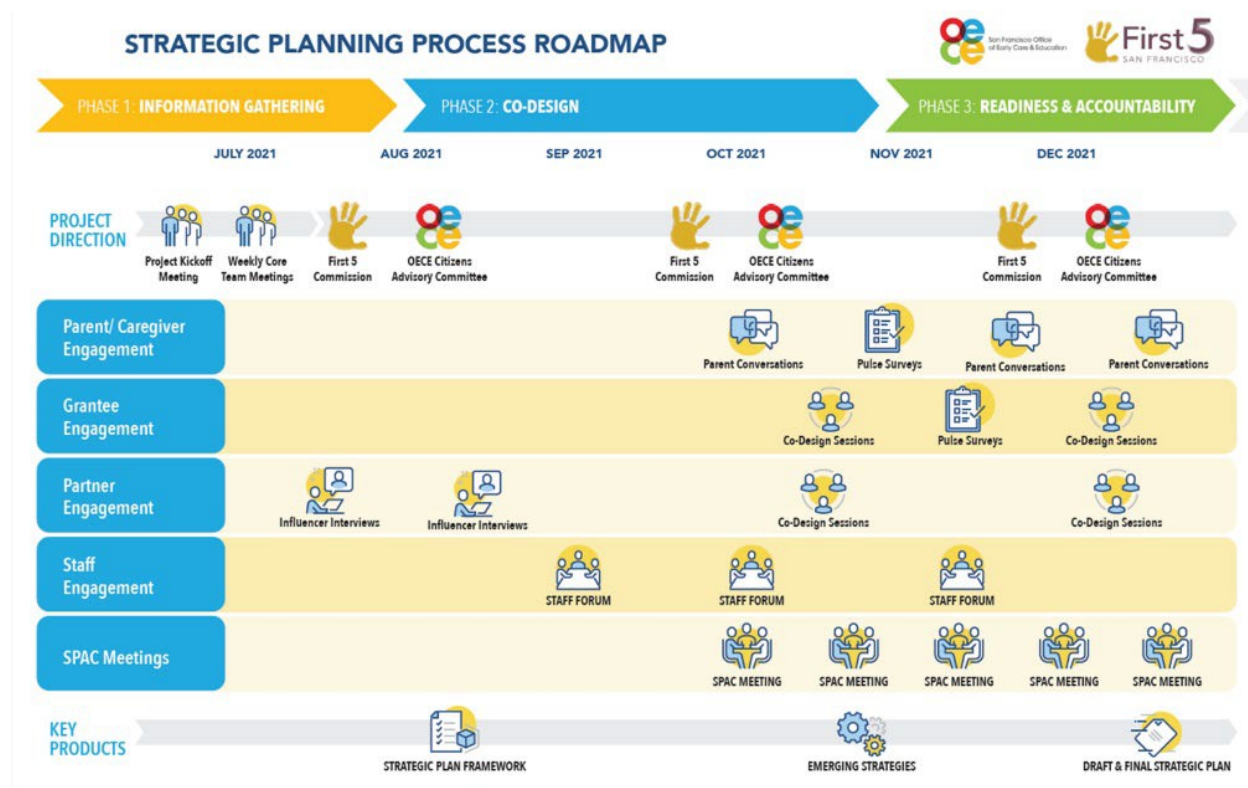
Jamillah Jordan from the consulting group MIG asked for public comments and closing remarks. Key reflections from the conversation included continuing to center Black, Brown, Indigenous, and Pacific Islander children in systems change, working towards relevant services and being mindful of using inclusive language during conversations moving forward.

VI. Next Steps

Jamillah closed the meeting with a brief summary and outcomes of what was discussed in the meeting. The next SPAC meeting will be held December 9th, 2021 from 6pm-8pm on Zoom.

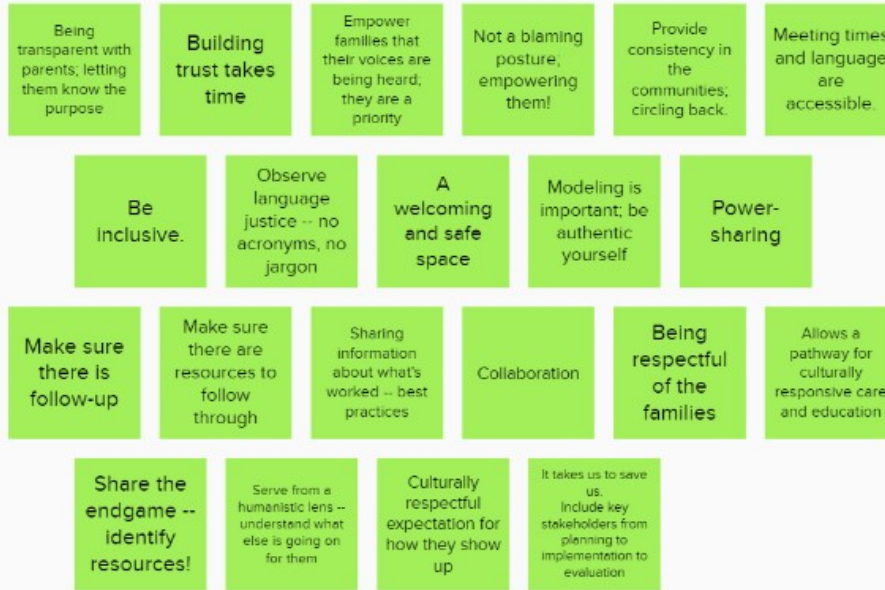
SPAC participants are encouraged to continue to share ideas via comment tool:
<https://forms.gle/XDYd6DP5nDxmFwYw9>

All meeting materials will be shared with SPAC members, along with the invitations for the upcoming meetings.



1. HOW can we build authentic, non-extractive relationships with parents?

How can we build mutual trust and truly partner with parents in a power-sharing way?



How do we find them (parents), welcome them, and have them welcome us?



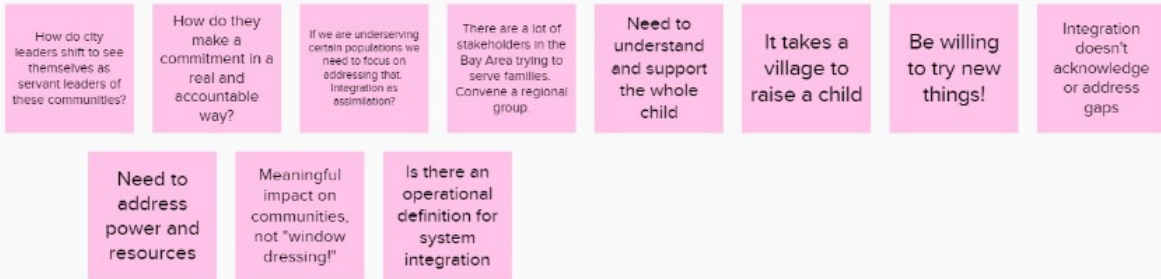
2. HOW can we make a measurable change in kindergarten readiness for young children, particularly for Black, Brown, Indigenous, and Pacific Islander children?



What needs to change? What partnerships need to be established and strengthened?



3. HOW can we be a catalyst for true system integration?



How can we create a seamless system that is open, friendly, convenient, effective and accountable?

