

# Early Childhood Community Oversight Advisory Committee and Children and Families Commission Joint Retreat

September 13, 2023

1650 Mission Street, Suite 302

San Francisco, CA 94103



San Francisco Department of  
**Early Childhood**

# 1. Call to Order



## 2. ROLL CALL



# 3. WELCOME





# Pieces of Wisdom

- What is the most impactful piece of advice that you have ever received related to leadership?



# 4. GENERAL PUBLIC COMMENT



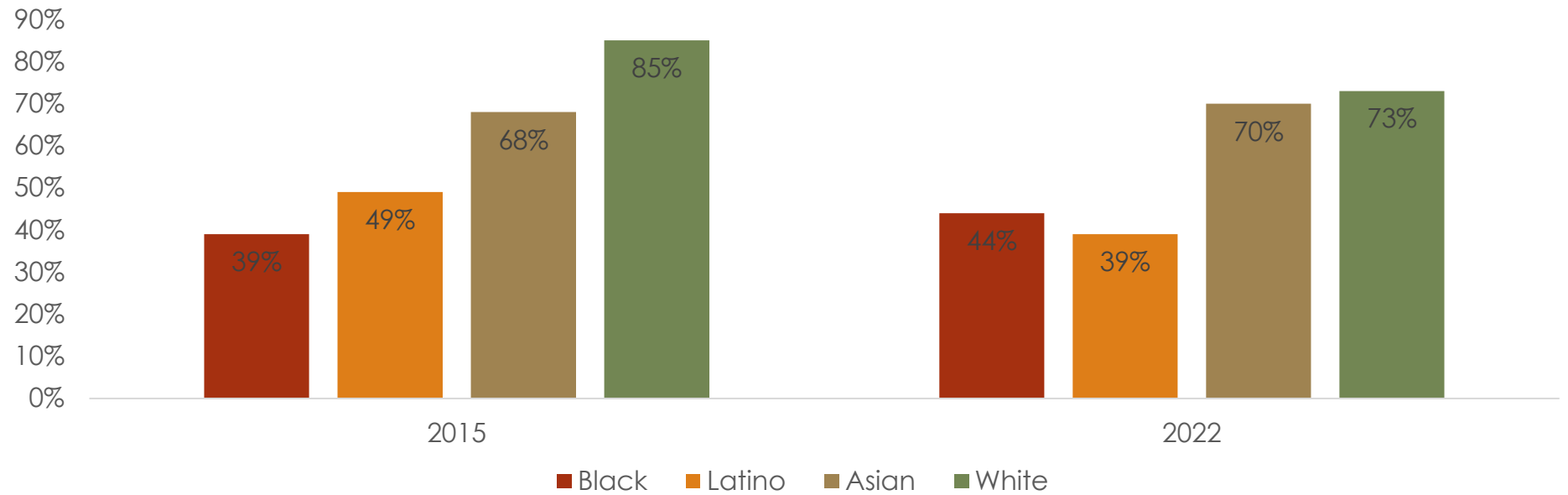
**5. PRESENTATION AND DISCUSSION  
OF SAN FRANCISCO'S HISTORICAL  
RACIALIZED OUTCOMES IMPACTING  
YOUNG CHILDREN**



# Disparities in Kindergarten Readiness

Zea Malawa, MD, MPH





## SF's Kindergarten Readiness Rates

■ (Kindergarten Observation Form for 2015, Kindergarten Readiness Inventory for 2022)



Why do so many  
Black and Brown  
students fall behind in  
school?

## Assumptions vs Understandings

- ***“...especially in the black and brown community, I see one of the biggest challenges as being the lack of family support of the those students. Unstable family environments caused by housing and food insecurity along with a lack of parental encouragement to focus on learning cause children to not be able to focus on or value learning”***

*--Ann Hsu (Former SF School Board Member)*



Why do so many  
Black and Brown  
students fall behind in  
school?

## Assumptions vs Understandings

- ▶ ***“History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.”***

-Maya Angelou

# History of School Segregation in SF

**1850s**

SF opens  
segregated  
public schools

**1885**

Segregated public  
schools created for  
*Chinese* students

**1875**

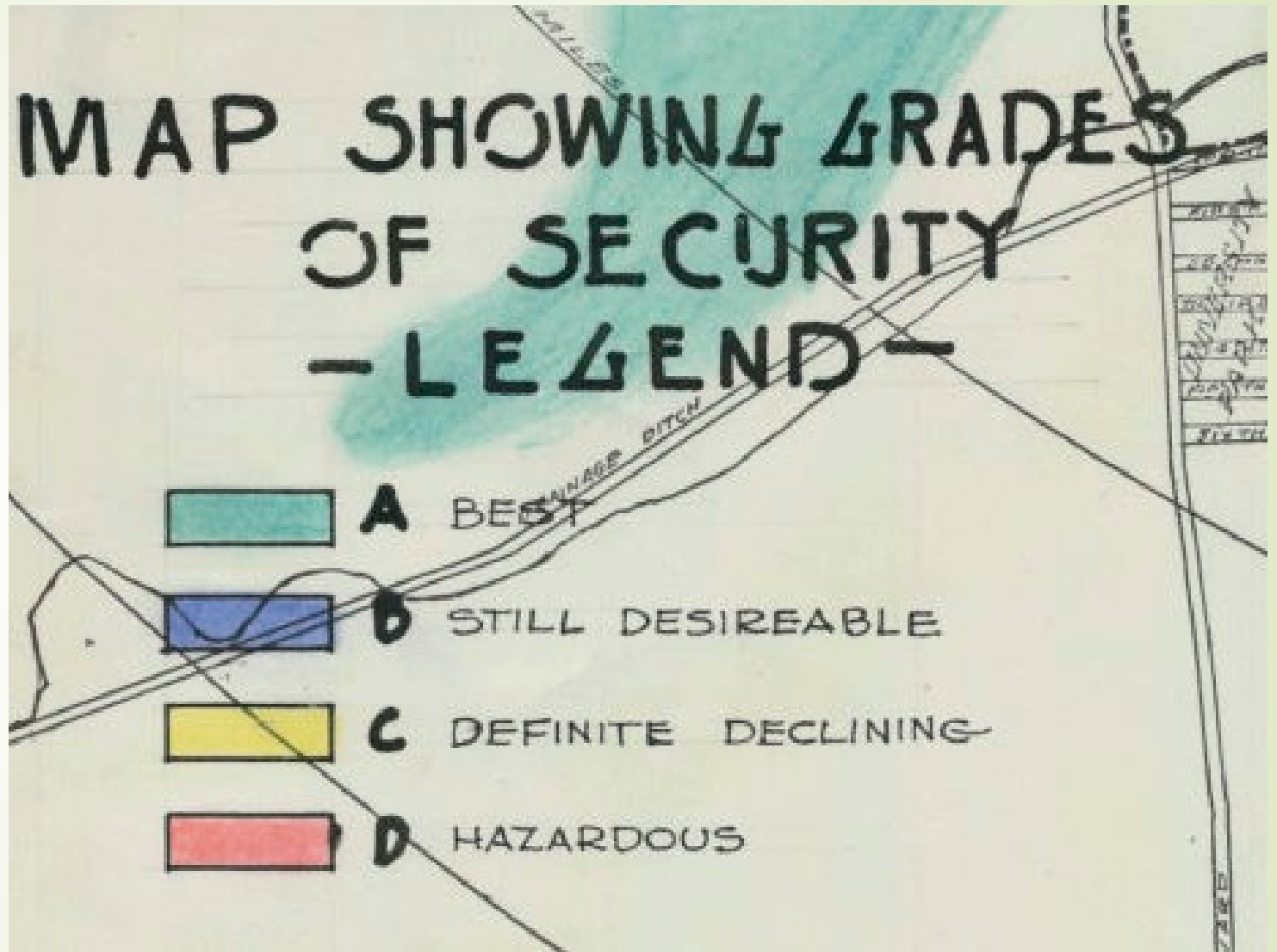
*Black* students are  
symbolically allowed  
to attend school with  
*White* children, but  
most remain in  
segregated schools.

**1947**

CA passes bill  
desegregating all  
schools as a result of  
Latino/a/e activism

# Redlining 1932-1968

- ▶ Federal Housing Administration (FHA) insured home loans making loans more affordable



# Redlining 1932-1968

- FHA would only insure loans in white areas; a single black homeowner would make entire area uninsurable.
- Strongly incentivized segregation

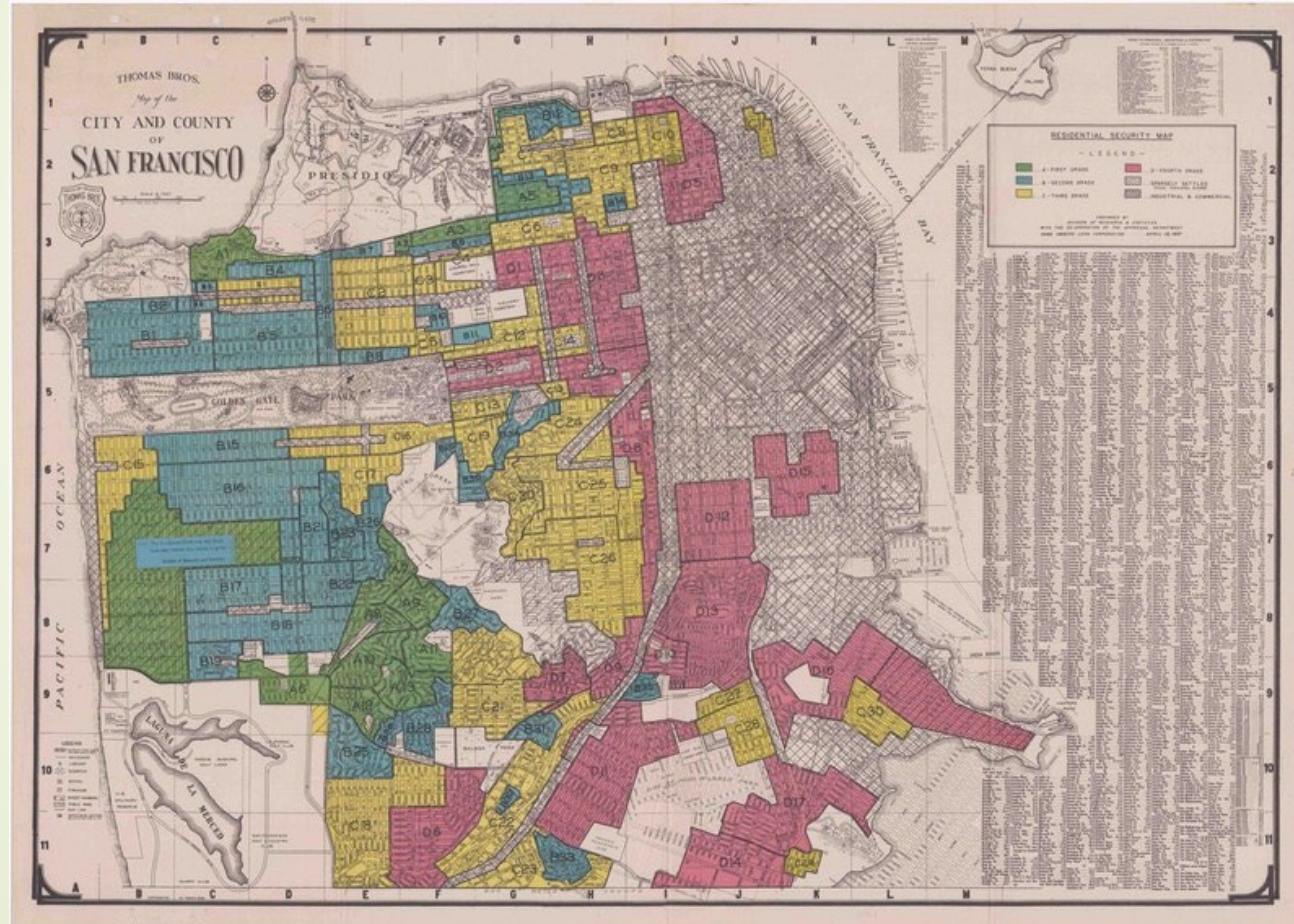


# Redlining 1932-1968

- ❑ Black families were unable to get bank loans, forced to use predatory loan sharks
- ❑ Black soldiers unable to take advantage of VA benefits after WWII
- ❑ Home prices in suburbs soared post-WWII. Blacks excluded from this wealth accumulation



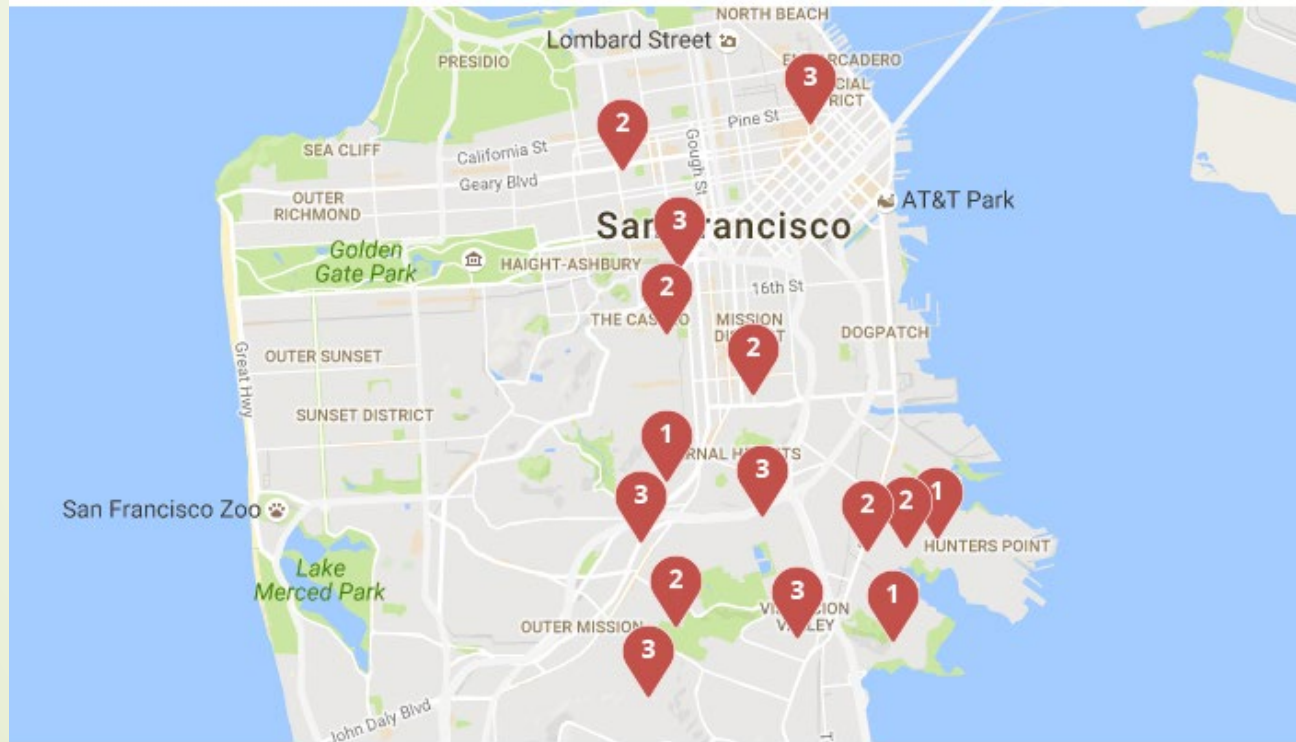
# Redlining in San Francisco





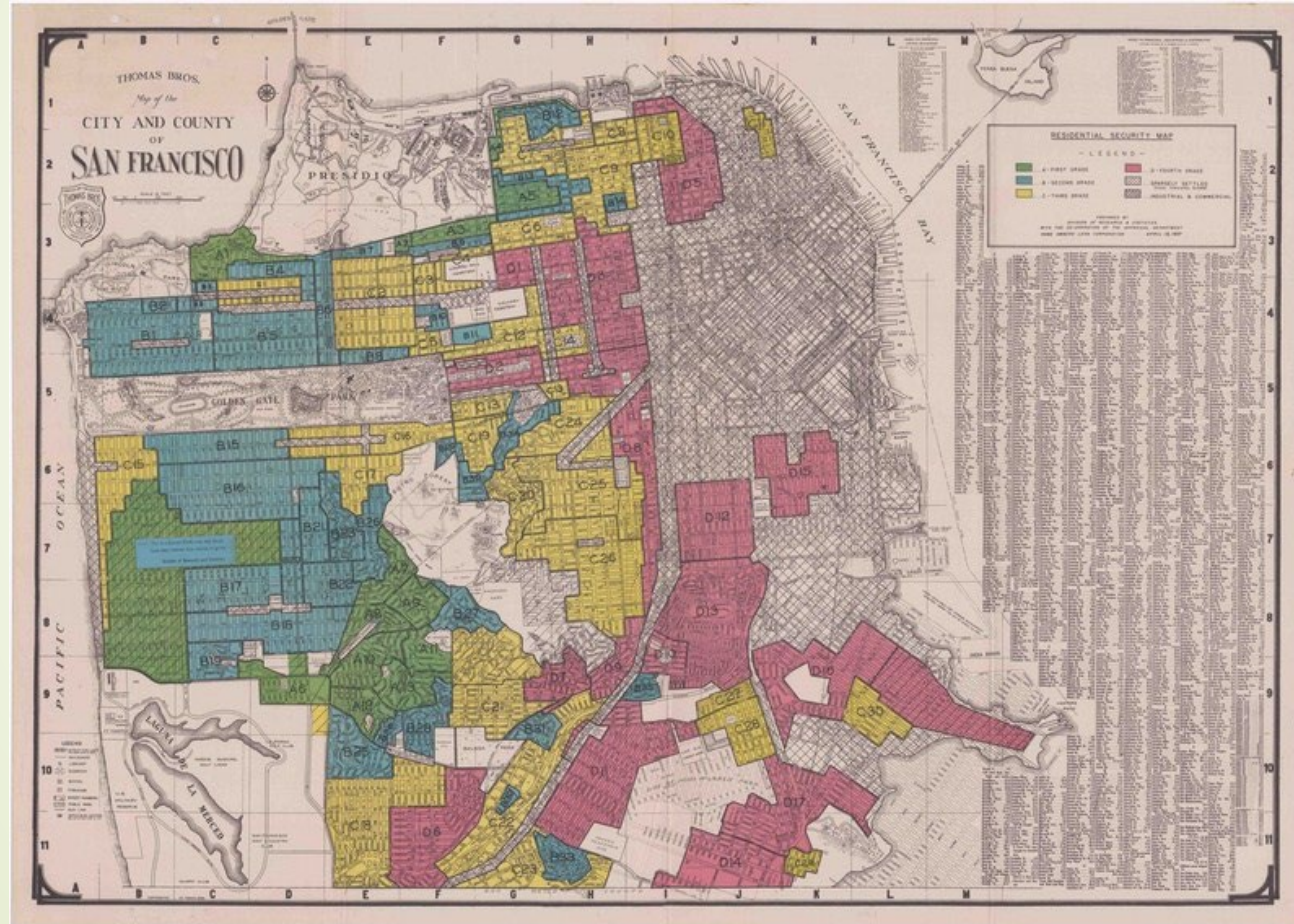
# Impact of Redlining

## San Francisco Schools



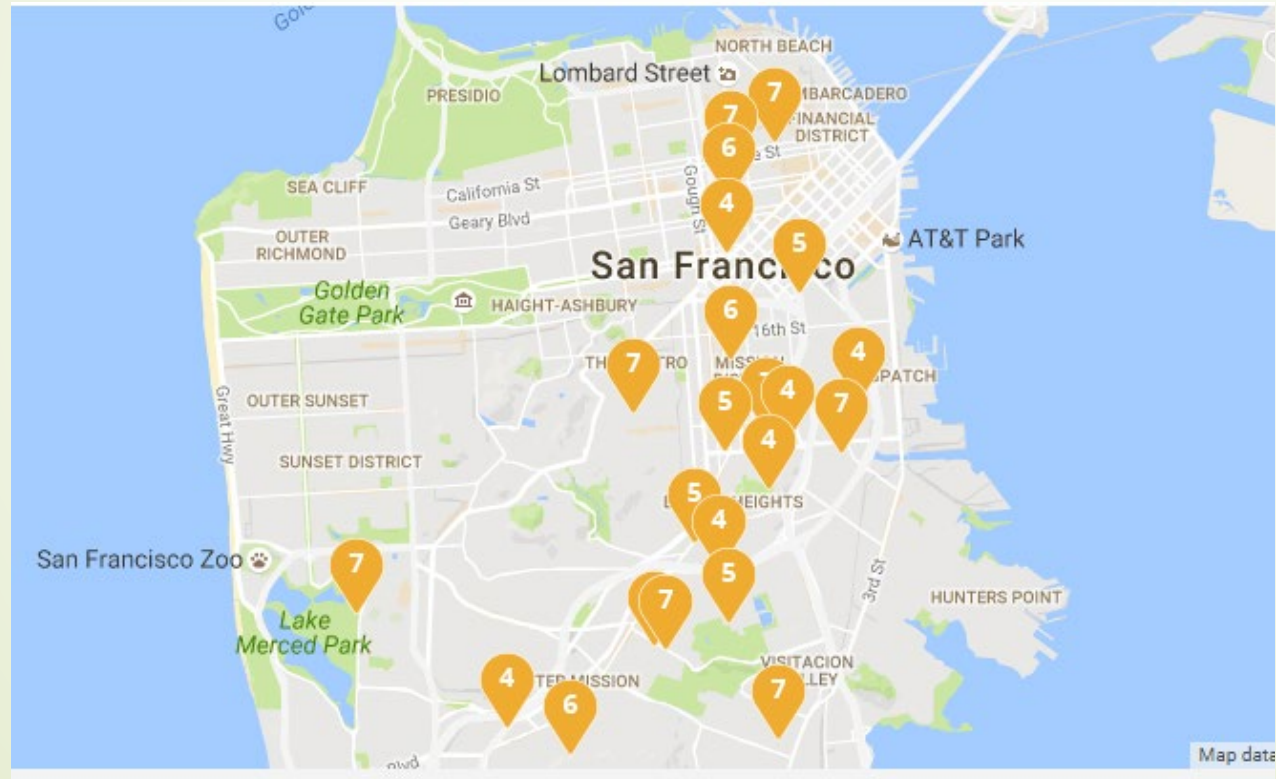
Source: [greatschools.org](http://greatschools.org)

# Redlining in San Francisco



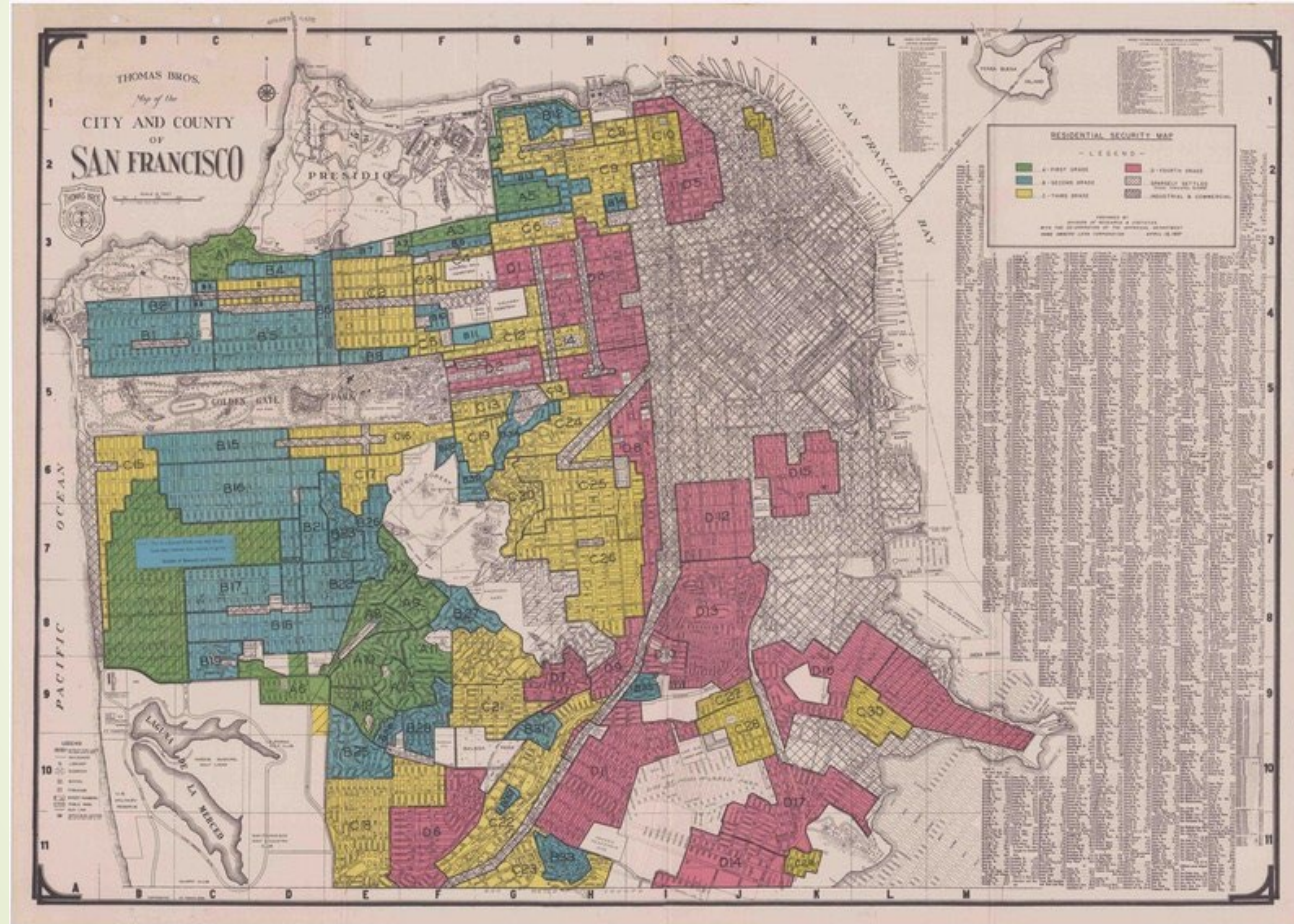
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## San Francisco Schools



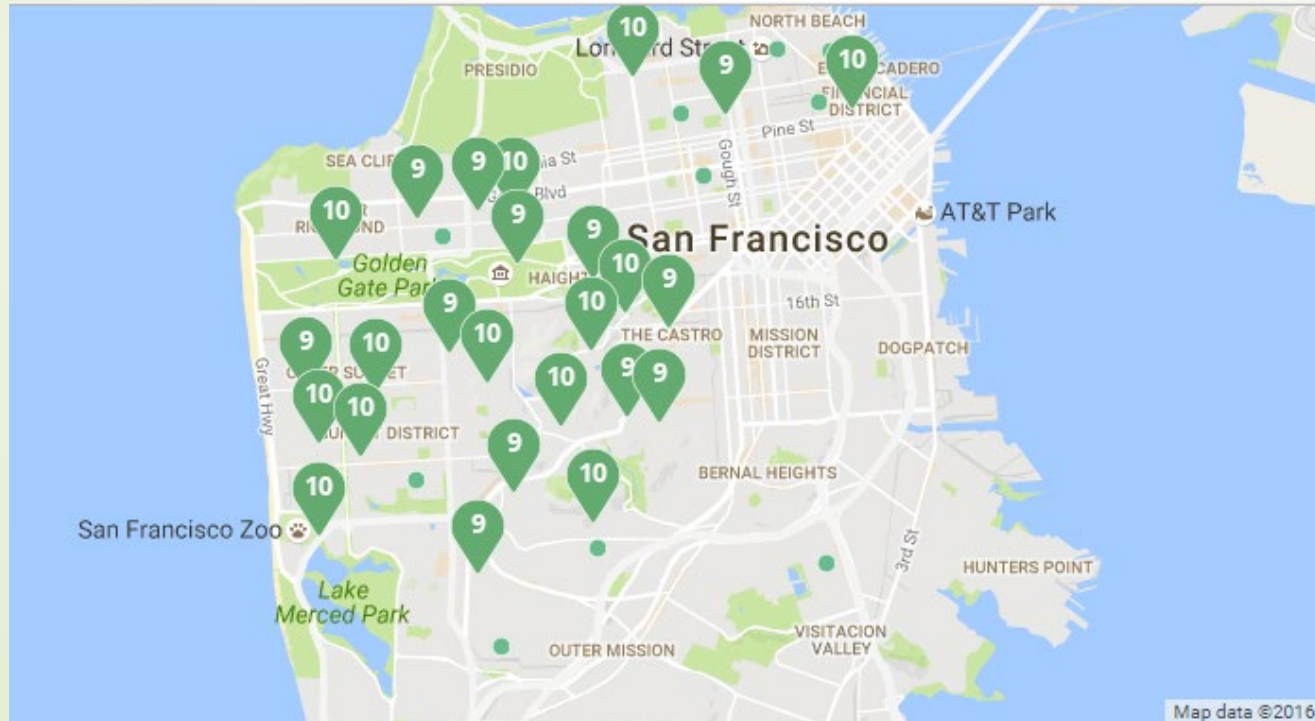
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# Redlining in San Francisco



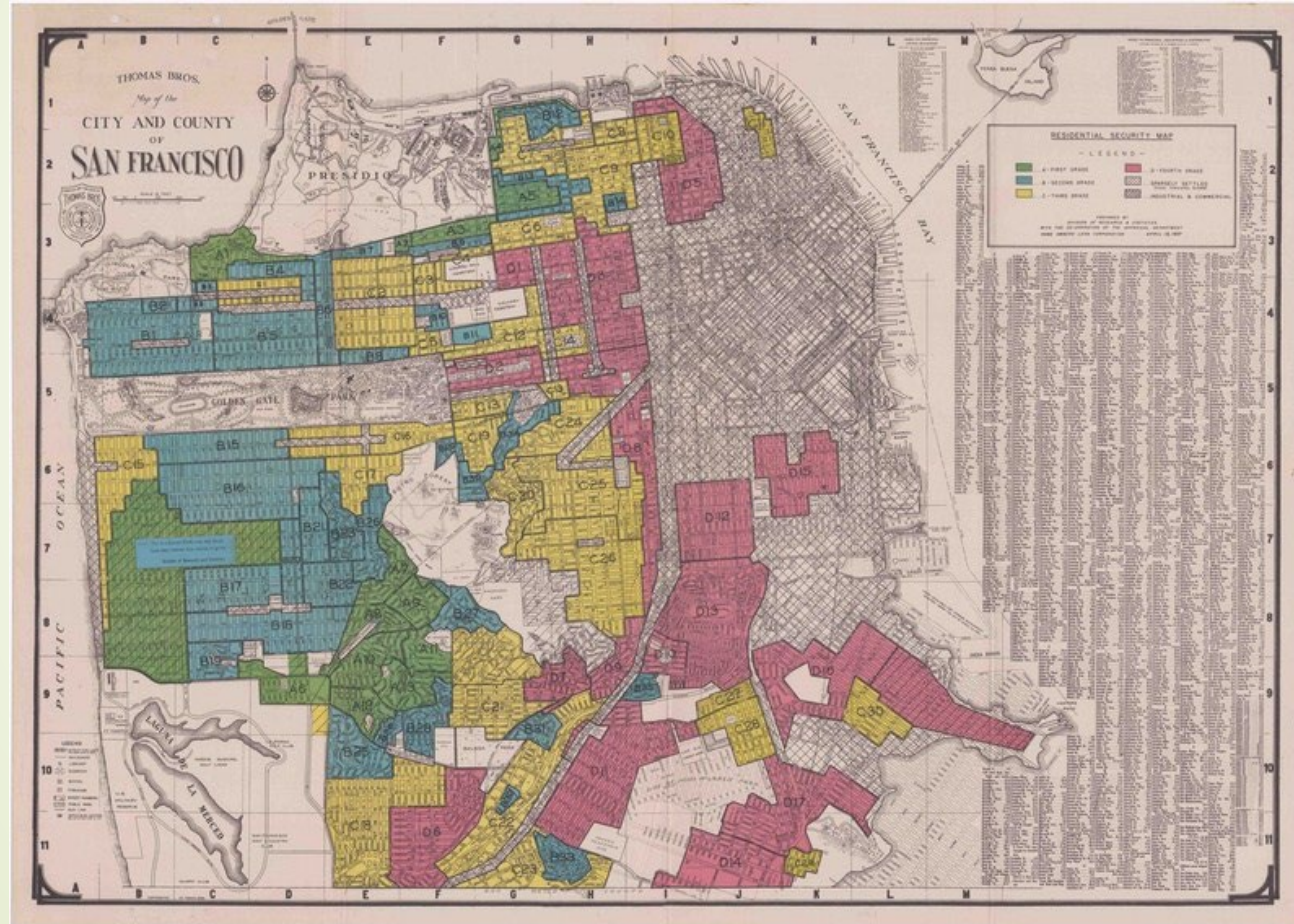
# Impact of Redlining

## San Francisco Schools



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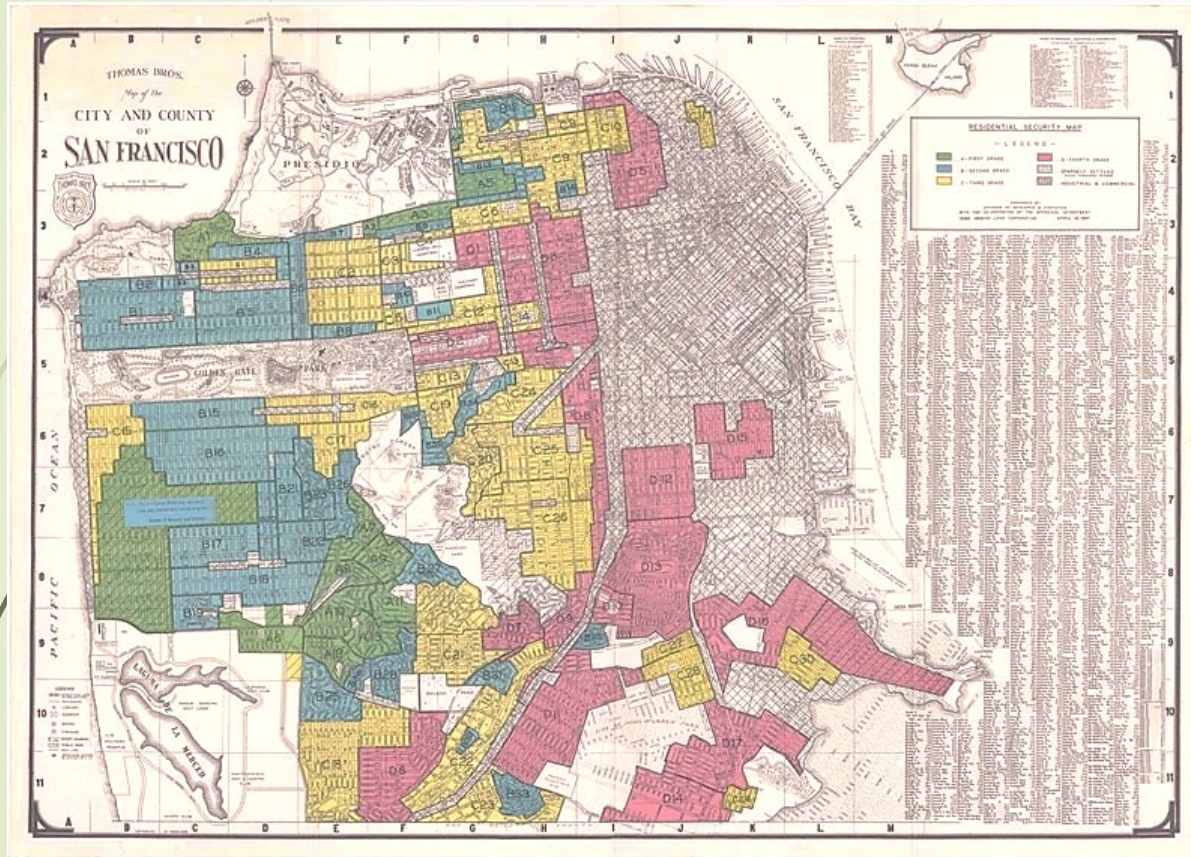
# Redlining in San Francisco



# URBAN RENEWAL **101**

A LESSON IN  
BLACK  
LIVELIHOOD  
DESTRUCTION



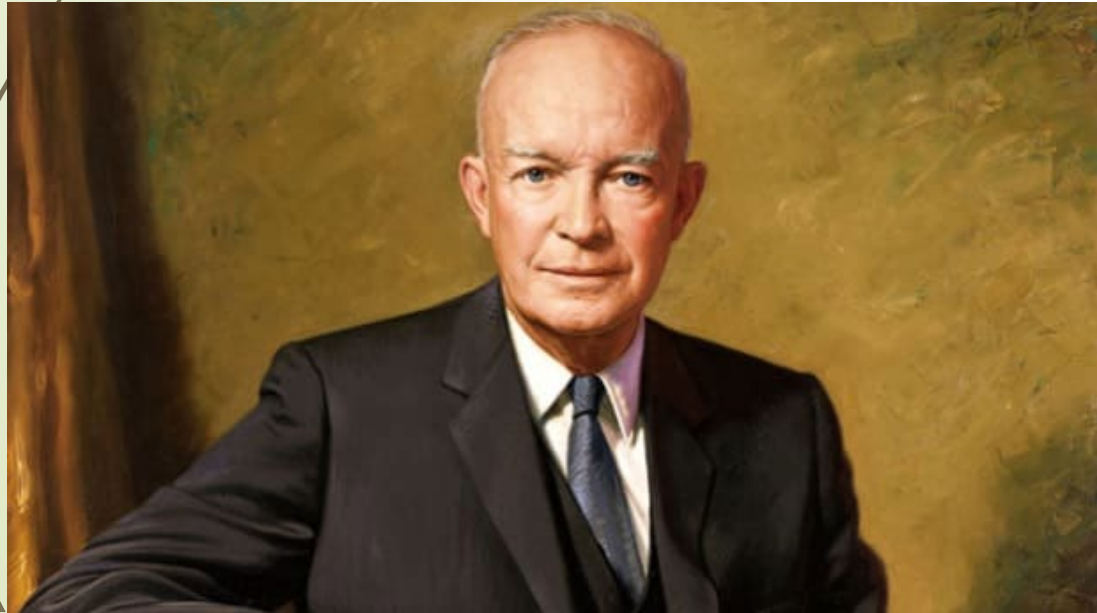


STEP 1:  
MAKE INVESTMENT IN  
BLACK COMMUNITIES  
NEARLY  
IMPOSSIBLE (REDLINING)



# STEP 2:

Promote a narrative that poor people are a threat to cities



"[Urban renewal]...is a stimulating approach to one of the nation's pressing problems—urban blight"

-President Eisenhower  
1959, Lincoln Center Groundbreaking



## STEP 3:

Create a financial incentive for government to displace Black families

The federal government made billions of dollars available to states and cities for acquisition and clearance of slums and blighted areas. The overwhelming majority of demolished areas were Black neighborhoods.



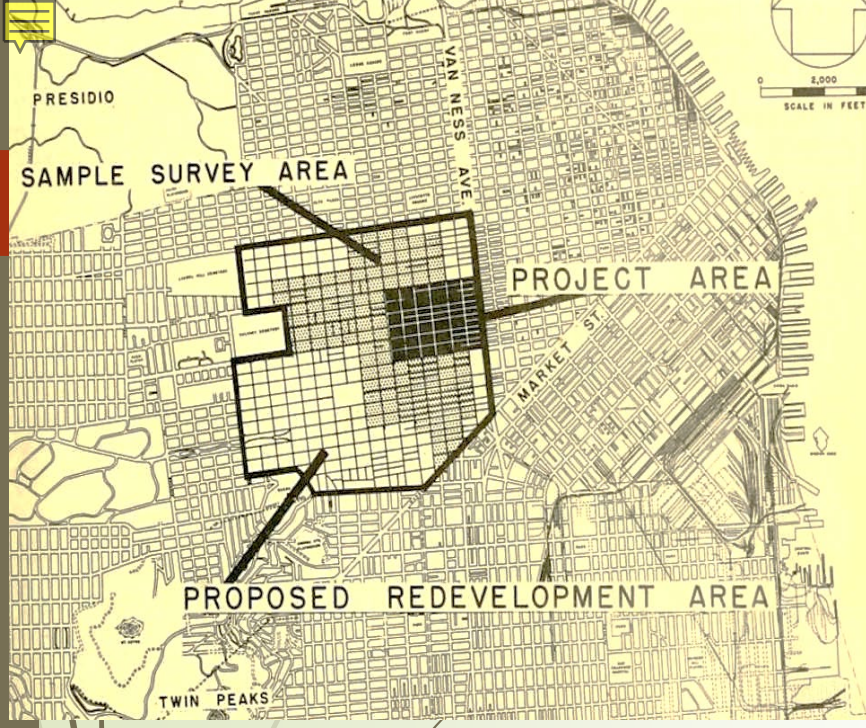


# STEP 4:

Use eminent domain to  
displace marginalized  
people and get a bunch of  
land at bargain prices



**URBAN  
RENEWAL  
MEANS  
NEGRO  
REMOVAL**



## STEP 5:

DEMOLISH THE HOMES AND SELL IT TO PRIVATE DEVELOPERS AT A PROFIT



# Urban Renewal in SF 1948- present

- By the mid 1940s, the Fillmore district had become a **thriving Black neighborhood**
- The business successes, close-knit community and rich culture helped it become the **“Harlem of the West”**

# Urban Renewal in San Francisco

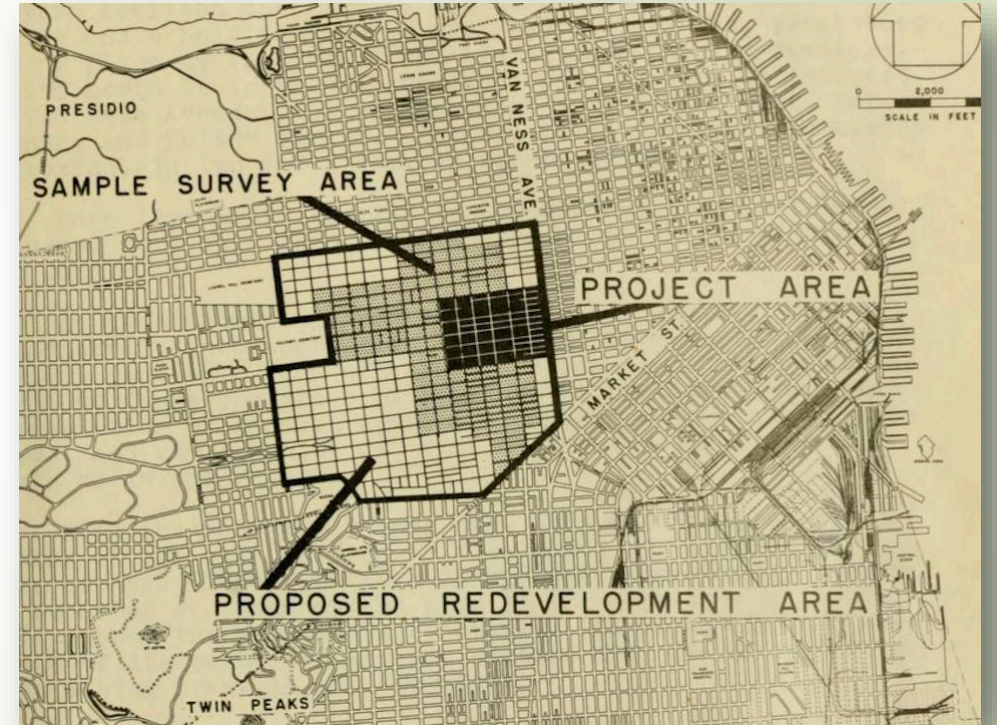
## BY THE NUMBERS

- **60** Blocks demolished
- **883** Businesses closed
- **4,729** households forced out
- **2,500** Victorian homes demolished
- **\$50 million** spent on the project



# Urban Renewal 1948- present

- ➔ In 1948, San Francisco officials declared the Fillmore, a largely African American neighborhood, to be “blighted” under the **California Redevelopment Act of 1945**
- ➔ **Urban blight** was defined by economics, dilapidation of housing, and the size of the nonwhite population



# Urban Renewal 1948- present

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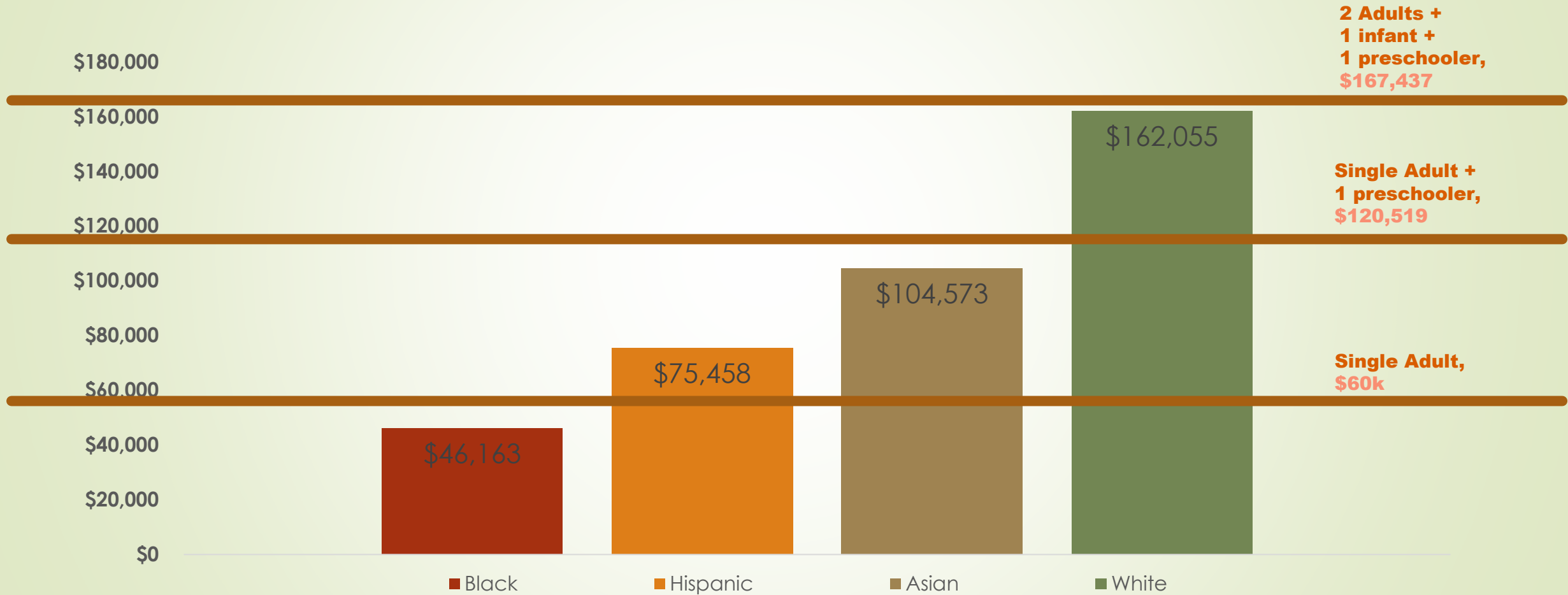


## Urban Renewal 1948- present

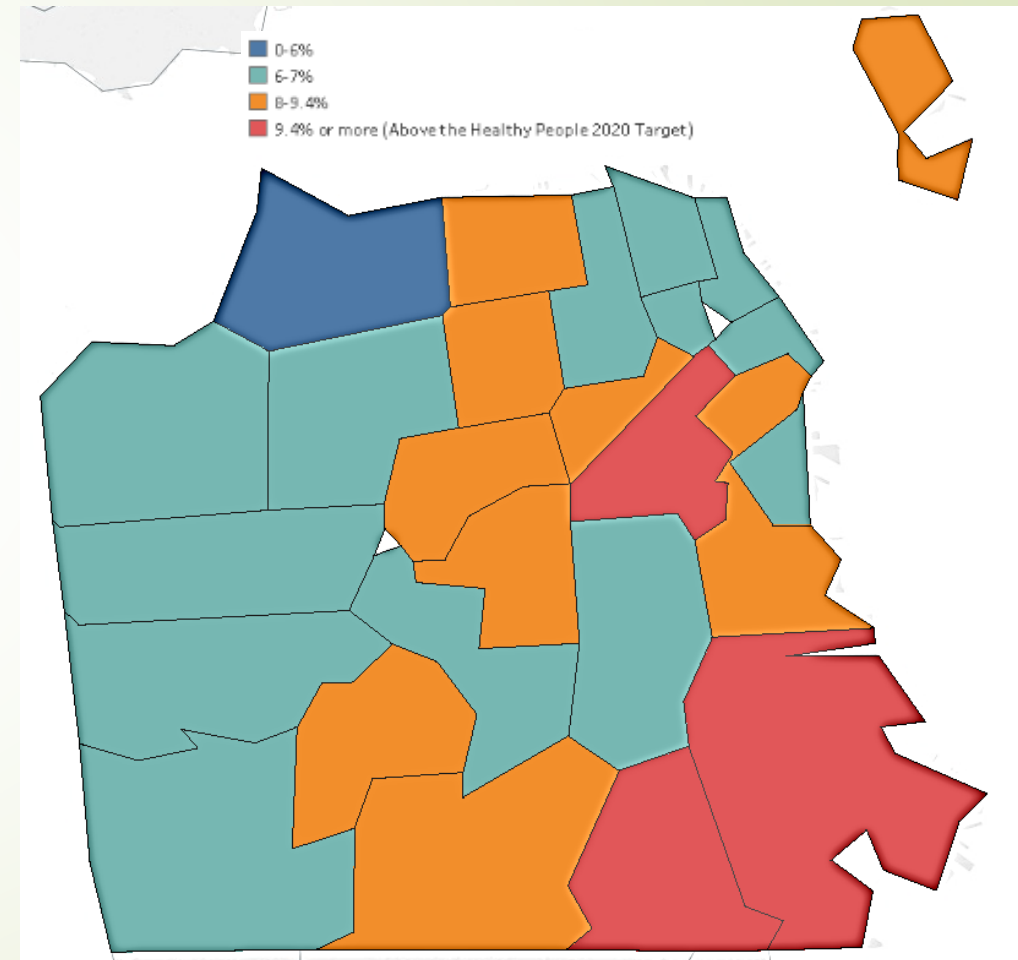
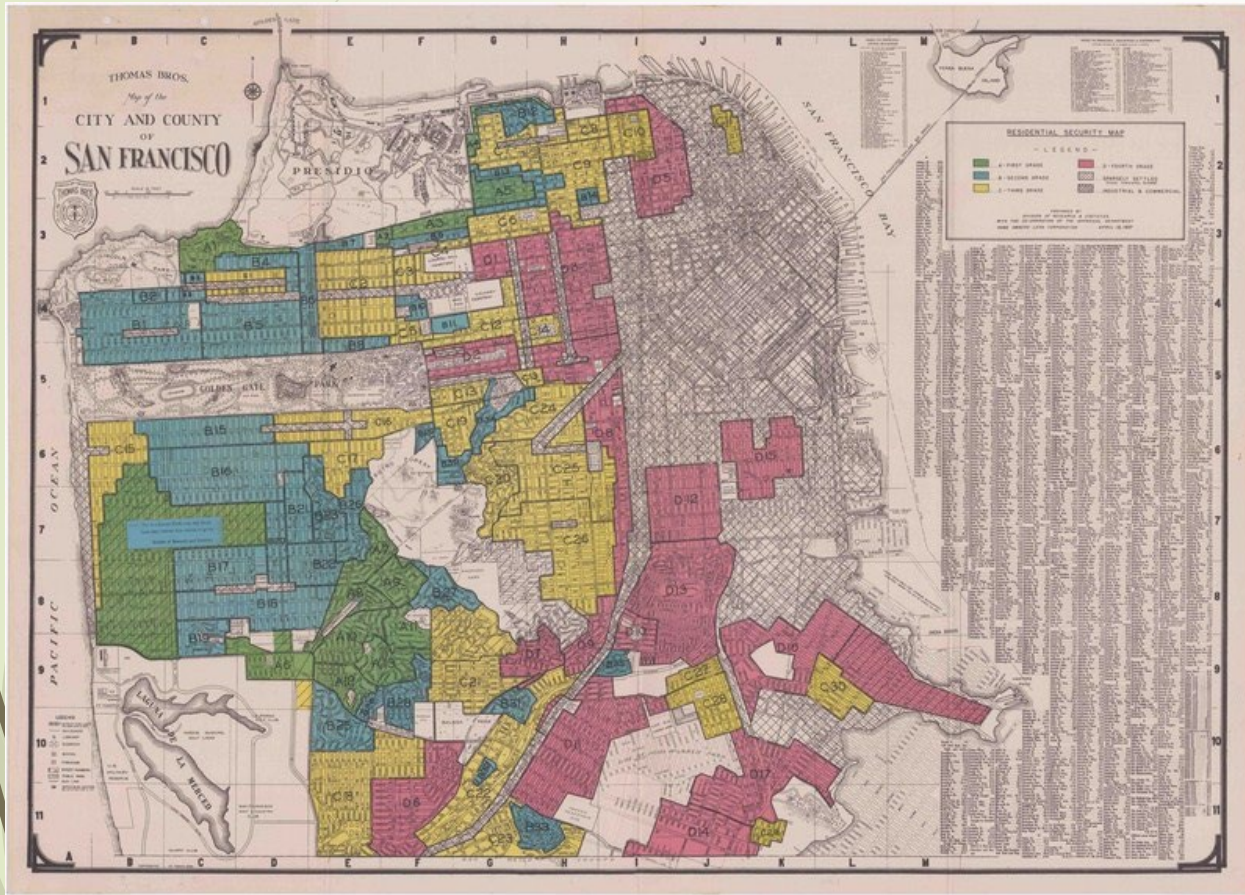
- ▶ "In yesteryears, there was a sense of community, with Victorian homes and black-owned businesses.
- ▶ "They wiped out our community, weakened our institutional base and never carried out their promise to bring people back."

--Rev Amos Brown

# 2021 Median Family Income in San Francisco



# Redlining VS Preterm Birth in SF





*Addressing*

**RACISM**

**AS A**

**ROOT**

**CAUSE**

*of disparities*

# LONG TERM



Sustainable and/or  
institutionalized for long-  
term impact



# PRECISE IMPACT



Precisely impacts the racially  
marginalized group(s)



# SYSTEMS CHANGE



Focuses on changing policies, systems, and environments as opposed to changing people



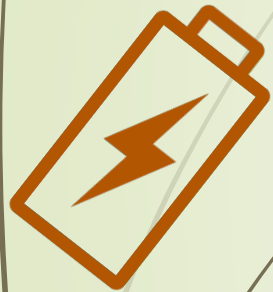
# REPARATIONS



Seeks to repair injustices by shifting resources, power, and opportunities to marginalized racial groups



# Racism as a Root Cause (RRC) Approach



Long-Term



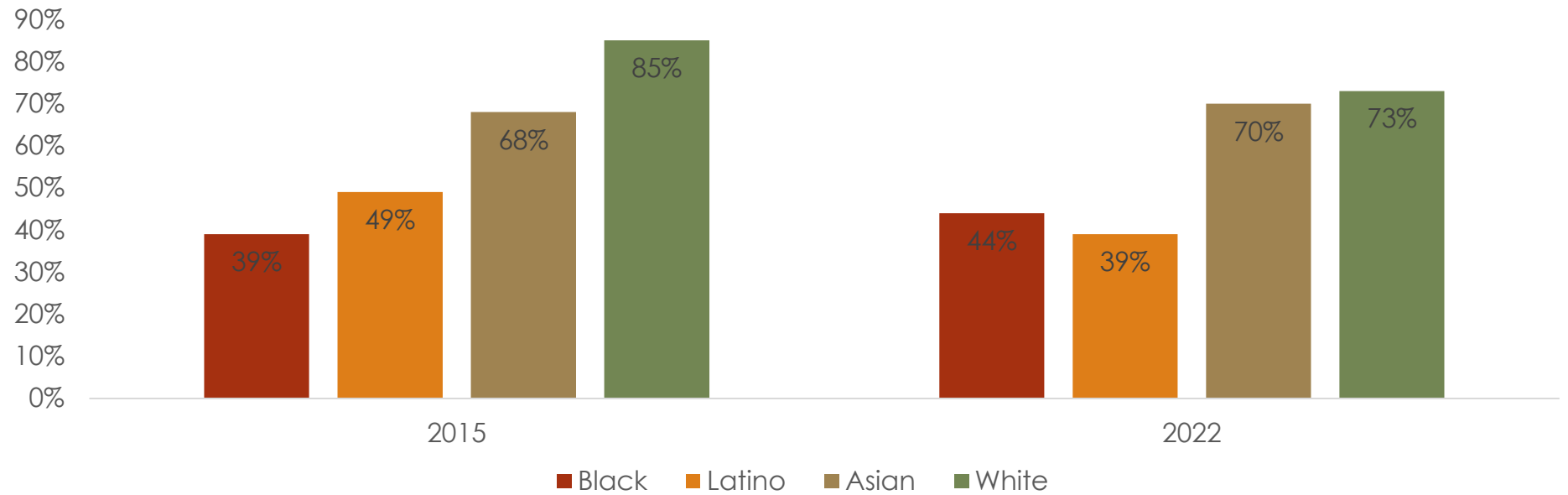
Precise Impact



Systems Change



Reparations



## SF's Kindergarten Readiness Rates

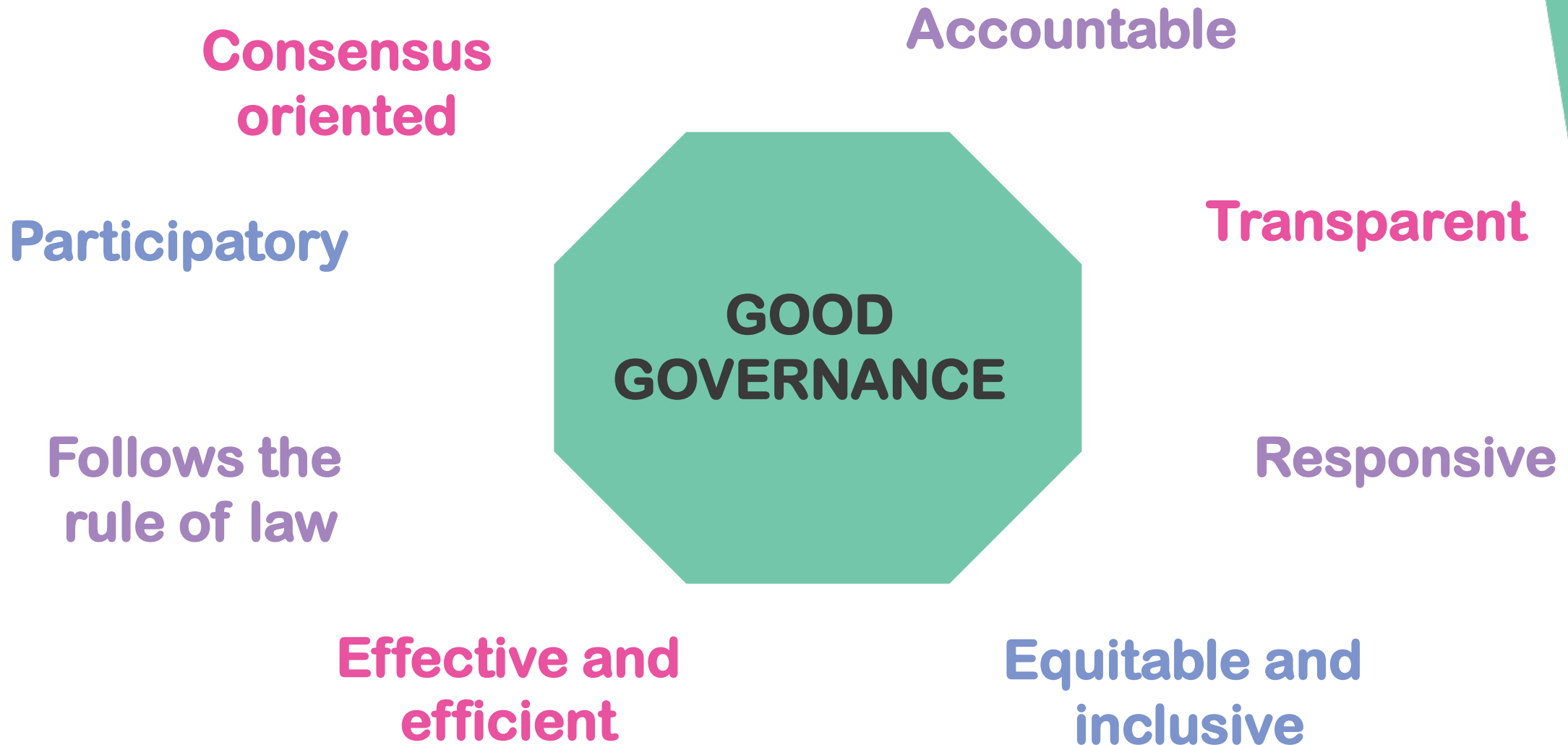
■ (Kindergarten Observation Form for 2015, Kindergarten Readiness Inventory for 2022)



Thank You!  
questions?

**6. REVIEW THE PURPOSE OF  
SAN FRANCISCO'S DEPARTMENT OF EARLY  
CHILDHOOD GOVERNANCE ORDINANCE  
FOR COMMISSION AND EC COAC JOINT  
SESSIONS, AND ENACTING ORDINANCE  
AND STRATEGIC PLAN GOALS**

# Defining Good Governance



# Enacting Ordinance Overview

- The San Francisco Department of Early Childhood's enacting ordinance ([FILE NO. 220808](#)) went into effect on October 8, 2022. It evolves and expands publicly appointed oversight for San Francisco's early childhood system of care.
- The Department must report to and staff two oversight bodies: The First 5 Children and Families First Commission (CFC) and the Early Childhood Community Oversight and Advisory Committee (EC COAC).





# CFC Charge

- Promote, support, and improve the early development of children from the prenatal stage to five years of age
- Carry out the provisions of the California Children and Families First Act of 1998
- **Decision-making authority** over the *County Strategic Plan*, San Francisco Children and Families First Trust Fund allocations, and associated State Audit Report, and State Annual Report



# EC COAC Charge

- *Recommendations* on early care and education programming and initiatives
- *Recommendations* regarding the Early Care and Education for All Initiative and the Babies and Families First Fund (Baby Prop C)
- *Recommendations* regarding the *Department's Strategic Plan* and other areas of policy, planning, collaboration, and strategic partnerships related to providing early care and education for children ages zero to five in San Francisco.



# Joint Charge for DEC's Publicly Appointed Bodies

While the CFC and EC COAC have differing membership, scopes, and authority, the Department's enacting ordinance requires significant collaboration between the two bodies including joint sessions, recommendations, and formal reports. These collaborative requirements fall into three categories:

1. Public Budgeting
2. Strategic Planning
3. Early Care and Education For All Initiative Accountability

# DEPARTMENT STRATEGIC PLAN

## Vision

Every child in San Francisco has the best start in life and our City is a great place to raise a family.

## Mission

To weave together family, community, and system supports so that all children who grow up in San Francisco have a strong foundation of nurturing, health, and learning.



# Guiding Values

**As the Department of Early Childhood, we are committed to:**

**Racial Equity:** We prioritize taking concrete action with Black, Latino, Indigenous, and Pacific Islander communities to address the disparities that persist across early childhood development outcomes for their families. We hold ourselves and one another accountable to measurable change and consider equity impacts in all our shared decision making.

**Universal Access:** All families should have access to high-quality education and services to support healthy early childhood development.

**Collaboration with Community:** When we engage parents, providers, and grantees as partners in decision-making, we expand the reach and impact of our work for countless children and families.

**Continuous Learning and Improvement:** To have our desired impact, we must consistently and frequently engage parents, providers, and grantees in helping us understand what is working well and where improvements are needed—and use what we learn to shift and adapt our work.

**Transparency:** To build and maintain trusting and productive relationships, we are open, authentic, and clear in our communication with parents, providers, grantees, and staff



# DEC State/Local Legislative Mandates for Funding and Policy

## High-Quality Early care and Education

Family  
Strength

ECE  
Workforce

Child  
Health



# Strategic Plan Priorities

## Strategic Priorities

- 1) Amplify parent voice and influence in shaping policy and programs.
- 2) Increase cultural responsiveness of all early childhood development services.
- 3) Increase transparency in communications and open access to information and services.

## Expected Outcomes

- Children enter kindergarten with the cognitive, social/emotional, and physical skills that support school success.
- Parents have the information, resources, and connections to peers and professionals to successfully raise their children in San Francisco.
- Children are in excellent physical and mental health or have reliable access to quality health providers to address concerns.
- *And race is not a predictor for achieving these outcomes..*



**7. DISCUSSION AND  
POSSIBLE ACTION TO  
ADOPT A JOINT  
GOVERNANCE  
MISSION STATEMENT**



# Proposed Joint Governance Mission Statement

*The mission of the Children and Families Commission and Early Childhood Community Oversight and Advisory Committee when acting as a joint body is to hold the Department of Early Childhood accountable to their Vision, Mission, and Values and enhance budget transparency by listening to community evidence and research to provide solution-focused recommendations.*





# Small Group Discussion - Process

**Before you begin, here are a few things to consider:**

- Please don't get stuck with finding precisely the right words, or for that matter, how to say it in five words or less. This is not a copy-edit exercise.
- Remember to ask questions to clarify unclear points and encourage others to share their interpretations and perspectives. We all bring value to this process.
- Only say it if you can say it out loud, calmly, and with the confidence of someone who believes in their sentiment.
- What we want to evoke is that the joint policy body of the Commission and EC COAC will provide guidance and a reminder of what we're working towards, especially when things get complicated and our areas of expertise overlap; it helps us stay focused and committed to our shared goals.
- With your guidance, dedication, commitment, and innovation, we are confident that we can achieve the DEC Mission and create a bright future for the children of San Francisco.



**8. DISCUSSION AND  
POSSIBLE ACTION TO  
ADOPT A JOINT  
MEETING  
FORMAT AND ANNUAL  
MEETING CALENDAR**



# Joint Meeting Calendar

Meeting Topic	Date
Retreat	September 13, 2023
ECE for all Accountability: DEC Initiatives Updates and Strategic Plan	December 6, 2023
1st Budget Hearing	January 17, 2024
2nd Budget Hearing	February 7, 2024
Strategic Plan Policy Recommendations	May 1, 2024



## 9. COMMISSIONER UPDATES

# 10. COMMITTEE MEMBER UPDATES



# 11. EXECUTIVE DIRECTOR UPDATES



## 12. ADJOURN

