



CHILDHOOD ADVISORY COUNCIL MEETING MINUTES

Thursday, November 19, 2020 1:30 – 4:00 PM

Zoom Mtg. <https://bit.ly/3rwnH46>

CAC Members: Yvette Brooks, Vice Mayor City of Capitola & No. Co. SELPA, Lupe Cortes, PVUSD Migrant Head Start, Larry Drury, Go Kids Inc., Barbara Griffin, CKC, Erendira Guerrero, Encompass Head Start, Karen Hamman, PVUSD Child Development Programs, Leticia Mendoza YWCA of Watsonville, Sita Moon, CDRC, Rosario Navarro, Central CA Migrant Head Start, Martine Watkins, City of Santa Cruz Council Member & SCCOE and Nicole Young, Optimal Solutions Consulting.

Guests: Erica Castillo, Community Bridges, Sonia Cervantes, Central CA Migrant Head Start, Aurelio Gonzales, City of Watsonville City Councilman, District 2, Lorena Gonzalez, Encompass Head Start, Brenda Ruiz, CDRC and Ramona McCabe, Encompass Head Start.

I. CALL TO ORDER/INTRODUCTIONS

- L. Drury welcomed all members and guest to the meeting at 1:35 pm.
- L. Drury announced the meeting quorum was met.

II. APPROVAL OF CONSENT AGENDA ITEMS - **ACTION ITEM**

- L. Mendoza, YWCA of Watsonville motioned to approve the items as submitted and E. Guerrero, Encompass Head Start second the motion. All members unanimously approved the motion to approve the consent agenda items. Member's approval is noted in the meeting Chat.

III. PUBLIC COMMENTS AND COMMUNICATIONS

- D. Munoz invited the community to address the Council on topics that are not on the agenda.
- There were no comments from the community.

IV. MINDFUL MINUTE

- E. Guerrero conducted a Mindful Minute exercise.
- Keeping in mind the exercise we will discuss the issues of racism, diversity and inclusion. Members were asked to notice their breathing.
- The exercise continued till members were completely relaxed and ready to focus on the discussion.



V. DIVERSITY, INCLUSION & EQUITY DISCUSSION PART II - NICOLE YOUNG OPTIMAL SOLUTIONS CONSULTING

- M. Watkins introduced N, Young to the members and guest. She recognized how vulnerable we are when discussing these sensitive issues.
- N. Young shared a summary of the objectives of the inclusion, diversity and equity discussion in September and what will be learned from today's discussion.
- Members were asked to think about how the Council should move forward with these issues?
- N. Young began by were reminded - valuable lessons are learned from making mistakes.
- WE all have a desire to be right, but it can be a barrier for learning if people are afraid to fail.
- Learning Ladder steps and definitions were shared and their effect on how the learning process works. We can be at the top and quickly be on the bottom of the ladder. These learning concepts shape our understanding of what it takes to change perspectives and thoughts into antiracist policies.
- The Create a Brave and Inclusive Space concepts was share to set up a safe environment for this discussion.
- Building a Shared Language Inclusion, Diversity and Equity Part 1 review of concepts. What are racist verses antiracist policies and procedures learned that will change the way organizations and institutions function? What are your gut reactions to the definitions and concepts from Dr. Ibram X. Kendi's book *How to Be an Antiracist?*
- Building a Shared Language Inclusion, Diversity and Equity Part 2 small group discussion on reactions to:
 - Macroaggression and Assaults examples and how they impact people
 - Levels of oppression and change
 - Continuum of becoming an anti-racist and multicultural institutions
- Group report outs: members shared their perspectives, experiences and observations about these terms.
- Members shared how you can use your privilege and power to create change and raise others up. Change the paradigm by evaluating situations and policies so change can happen for others who are not in your position or at the table.
- Debrief and What Comes Next: What will keep this conversation going?
- The purpose of initiating inclusive, diversity and equity discussion parts 1 & 2 was to prepare CAC to be antiracist and advocate for antiracist policies.



- Members listed strategies and tools that would help keep this conversation going and would by support further their ability to advocate for diversity, inclusion and equity in their programs and at the table with community partners.
- Members discussed CACs role in sharing this information with other organizations?
- Some members want to learn what antiracist policies and procedures look like at an organizational level? Guest speakers?
- The development of a CAC member subcommittee will continue the conversation and will share tools, policies and procedures with the broader membership.

VI. CAC PROGRAM UPDATES

- The Inclusive Early Education Expansion Program, QCC Workforce Development Pathway and COVID-19 information will be shared at the next meeting.

VII. ANNOUNCEMENTS

- No announcements at this time.

VIII. ADJOURNMENT

- Meeting was adjourned at 4:00 pm.

Our Mission is to present a unified voice for an early care and education system that meets the needs of all children and families in Santa Cruz County

Our Vision is that every child in Santa Cruz County has access to quality affordable early care education and after-school programs