



October 15 5:15 p.m. – 7:15 p.m.

Zoom: <https://cambridgema.zoom.us/j/92461748993>

#### Summary of Conversation Topics

- Cambridge Youth Council Updates
- Find It Updates
- Shared understanding and agreement of Family Policy Council 2020-21 Proposal
- Agreement on some possible next steps for Family Policy Council

#### Present:

Tina Alu, Branville Bard, Ron Benham, Ben Clark, Sydney Down, Hiba Eddaif, Luba Feigenberg, Michelle Godfrey, Kim Goldstein, Irene Hill, Liz Hill, Claude Jacob, Michelle Lower, Alanna Mallon, Maria McCauley, Neal Michaels, Geeta Pradhan, Bridget Rodriguez, Kenny Salim, Ellen Semonoff, Sumbul Siddiqui, Nancy Tauber, Tina Johnson, Tagesech Wabeto, Ayesha Wilson, Andrew Liedtka, Lyndsay Pinkus, Rohan Kundargi, Ahmed Binghamari, Jonathan Akbari, Keith Griffin, Emie Michaud Weinstock, B Kim, Katisha John, Kara Bixby, Leslie Jimenez

**Co-Chairs:** Mayor Sumbul Siddiqui and Neal Michaels

**Executive Director:** Nancy Tauber

**Notetaker:** Sydney Down

#### **5:15 Meeting Starts**

- ❖ Welcome & Introductions
- ❖ Family Policy Council Business
  - Vote to adoption of Minutes (February 13, 2020 meeting)
  - Public Comment
  - Announcements
    - Saturday 10/17 Coat Drive at CRLS
    - Saturday 24th, 10/12, CPS Resource Fair - library lawn resources
    - CPS Equity Fellows project, grants available for equity work across the district, check out their CPSD website for more info
    - Library
      - Augmented reality storytelling workshop 4 park series, event tonight, free
      - Monday night event, illustrator speaking 6 or 7 at the library, free
    - CYC having youth forum for the presidential election Oct 28th , youth only, electoral politics expertise needed

- Open enrollment for health insurance Nov 1st, CEOC isn't providing services on site but is still aiding in health care related supports
- STEM week next week, virtual, on find it
- Today and Tomorrow are club day at Rindge, 2:45-3:30

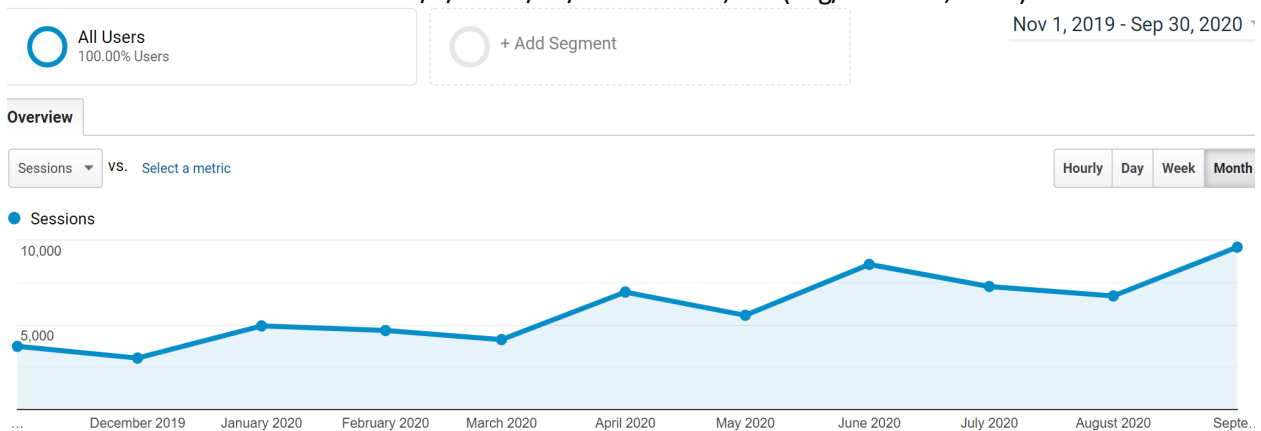
## ❖ Updates

### ➤ Cambridge Youth Council

- Youth Political Involvement, Raw Perspectives- social media network, reaching out to youth, disseminating information
- Vote-16- working on relationships with neighboring communities, putting pressure on the state, spreading initiative,
- T- Pass monitoring,
- COVID and equity, BSU partnership, thinking about mental health and racism and upcoming town halls
- Guidance and Wraparound support, revamping guidance services at Rindge, in conjunction with mental health and racism.
- Application process is almost complete, will be welcoming 6 new members within the next 2 weeks.

### ➤ Find It Cambridge

- Sessions: Nov 1, 2017- present (increased by 35%)
  - 11/1/18-10/31/19 - total 52, 468 (avg/month 4,372)
  - 11/1/19-10/31/20 - total 65,092 (avg/month 5,917.5)



- Partnerships - CPS, Agenda for Children Middle School Network and CET
  - Mapping resources still available
  - Creating Find It "Search Tool/Flier" model
  - Outreach support to families with search tools
  - Contacting providers
  - Refining online "Opportunity Guides"
  - Reorganizing and refining website features

❖ Presentations and Discussion:

- Decision Making Process to Date (See below)
- Proposal for Focus Area (See below):
- Break out groups to discuss the proposal and answer the following questions
  - What excites you about the proposal?
  - What needs to be changed? What is missing?
  - What are some unintended consequences of moving forward with this proposal?
  - Bring recommended changes to the whole group. Facilitator asks someone to share.
- **LANGUAGE ACCESS** (External) Develop and implement a working structure and plan for the Family Policy Council that includes:
  - The roles and responsibilities for members and executive director
  - Learn what language access means (i.e. interpretations vs. translations)
  - Research what other communities are doing and possible models.
  - Gather information to identify the needs we are trying to address, gaps, what can be aligned and coordinated, and key players (landscape analysis/current baseline)
    - Providers: What do they do? What are their strengths, challenges and suggestions
    - Families and Youth: What services are needed (surveys, focus groups)
    - What is available and how accessible is it
  - Define the goal for Language Access and include
    - The problem we are trying to solve ( keep it contained and doable)
    - Outcomes and benchmarks we will use along the way
  - Identify the key data points and the measures to track them (*Note: This will serve as important learning for a future dashboard*).
  - Make recommendations regarding policies, programs, practices, data and/or resources. This will include identifying and/or creating a place for the work to be sustained in the future.
  - Coordination & Empowerment - This is an opportunity to do something collectively, add coherence, and work together more strategically, leverage our strengths, and empower individuals
  - Who to talk to:
    - Community Development (Melissa Peters and Cliff Cook - Cambridge demographics)
    - Hospitals
    - Cambridge Health Alliance
    - Cambridge Public Schools
    - Family Liaisons
    - Transition House
    - Cambridge Housing Authority
    - CEOC
    - Community Engagement Team
    - Families and youth
    - Commission for Persons with Disabilities
    - City Manager's Office

- Concerns
  - Cultural translation will be ignored
  - We won't be ready for a budget proposal by February
  - Even when there's a law or policy about access, there won't be implementation, follow-through, or meets the needs of the people we are trying to help.
- Specific ideas
  - Learning about LANGUAGE JUSTICE! What that means, how we redefine this to impact how we proceed with our work.
  - Closed captions in 4 languages
  - Include Sign Language
  - Use Find It as a model for how we address this very large problem.
- **ANTI-RACISM COLLECTIVE LEARNING (Internal): Professional Development for Family Policy Council**
  - Research, select and provide professional development and learning opportunities best suited for the group (e.g., Factuality).
  - PD should include follow-up activities to reinforce the learnings and empower members to take action.
  - Based on our collective learning, we will:
    - Bring an anti-racism approach to all efforts that we take on.
    - Identify actions where the group and individual council members can influence policies, practices, and organizational culture to be anti-racist.
  - Next Steps: Ask members to help decide on PD and goals for doing the PD
    - Tina Johnson and Leslie Jimenez volunteered.
- **Family Policy Council voted to adopt the Proposal**

❖ Adjourn @7:15

## FAMILY POLICY COUNCIL 2020-21 PROPOSAL

### Decision-Making Process to Date

In order to focus our work as a council. We have gathered and analyzed input from council members through an intentional process:

#### 1. July & August - 1 on 1 Member Meetings

- Discussed our strengths, opportunities, aspirations and results.
- Summarized highlights in [Family Policy Council Membership Report - Summer 2020.](#)

Here are some key takeaways:

- We will bring an anti-racism approach to all efforts that we take on and audit all our recommendations through the lens of equity. Equity is our north star.
- We develop policy and program recommendations aimed at improving the quality of life for Cambridge children, youth and families.

- We are a diverse group of stakeholders who meet regularly and have the opportunity to get to know each, strengthen relationships, and share important information and resources.
  - The Cambridge Youth Council is our key partner in learning what to recommend and how to coordinate efforts. Young people must be at the table when we talk about issues impacting them.
  - We will prioritize work that is within our capacity and there are clear ways for members to contribute.
2. September - Agreed on what the Family Policy Council is and the criteria we will use to choose an area of focus for 2020-21. Hosted small group session to run proposed areas of focus through the criteria; 7 groups reviewed 10 areas and chose their top 3 with the following results
- Translation (Language Access) - 7 votes
  - Anti-Racism Learning - 4 votes
  - Data/Data Dashboard - 3 votes
  - Universal Basic Income - 2 votes
  - Children's Budget - 2 votes
  - Covid Learning - 2 votes
  - One Stop Shop - 1 vote
  - Covid Now - 0 votes
  - One City/One Fund - CPS planning on working on this issue and will keep us posted.
  - Math Matters for Equity (MM4E) - While there was a strong belief that MM4E is important, it was not a top 3 pick.

### Proposal for Focus Areas

Based on the input solicited from council members, we have developed the following proposal for the council's 2020-21 work. The proposal includes two key focus areas, one that is predominately **external** and another that is primarily **internal**. In addition, we have embedded the recommendation to focus on data utilization into the external focus area. This will allow us to build our data capacity over time with the long-term goal of developing a data dashboard.

- **LANGUAGE ACCESS (External)**: The Family Policy Council will investigate ways to develop city-wide supports and systems to provide language access resources to families and providers, and, if necessary, develop recommendations for implementation. Language access includes written translation, interpretation/live translation, cultural translation, and civic engagement.
  - Learn what language access means (i.e. interpretations vs. translations).
  - Gather information and assess needs to identify needs, gaps and key players.
  - Identify the key data points and the measures to track them (*Note: This will serve as important learning for a future dashboard*).
  - Develop and implement a work plan for the Family Policy Council.
  - Make recommendations regarding policies, practices, data and/or resources. This will include identifying and/or creating a place for the work to be sustained in the future.

- **ANTI-RACISM COLLECTIVE LEARNING** (Internal): The Family Policy will commit to learn about and take actions to become antiracists, as individuals and as a group. This internal work is a vital step toward our goal of creating a city that is equitable and allows all to thrive. We are thoughtfully and intentionally investing in the internal work first so we can support effective anti-racist work in the community. Next Steps:
  - Research, select and provide professional development and learning opportunities best suited for the group (e.g., Factuality).
  - Based on our collective learning this year, identify actions where the group and individual council members can influence policies, practices, and organizational culture to be anti-racist.
  
- **MATH MATTERS FOR EQUITY (MM4E)**: We will continue to learn and support efforts to build a culture where math is for everyone. Next Steps:
  - Reach out to Cambridge Public Schools, Department of Human Service Programs, Birth-3rd Partnership, Agenda for Children Literacy, STEAM, Library, Agenda for Children OST, Math Talk, and others to find out the current status.
  - Report back to the Family Policy Council and determine the council's role and actions.