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## Birth to 25 Advisory Board Meeting

### Monday, March 7, 2022

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**Members Present:** Brenda Rogers, Cindan Gizzi, Harbir Juj, Jan Mauk, Kyle Paskewitz, Priscilla Lisicich, Rodney Robinson, Sharon Hanek, Sharon Shadwell, Tanya Durand, TJ Bohl, Sarah Brady, Mary Ellan Neff

**Members Absent:** Gina Cabiddu (ex), Kathryn Yates (ex), Bernadette Ray, George Conzuelo, Kate Ginn, Nelson Rascon, Jacqueline Tutt

**Staff:** Stephanie Bray, Bryan Barmore

**Guests:** Annie Severson, Meagan Picard - The Athena Group

### Call to Order

- Tanya Durand called the meeting to order at 9:00

### Roll Call

- Roll call was conducted for B-25 members; a quorum was present at the time

### Approval of March Agenda

- 9:05 am Tanya calls for any disapproval to the minutes, Via thumbs down if you disapprove voting on camera – Minutes approved

### Approval of February Minutes

- 9:05 am Tanya calls for any disapproval to the minutes, Via thumbs down if you disapprove voting on camera – Minutes approved

In Meeting Chat - Attendees were notified the meeting would start recording

### Action Item: Board Election - At-Large Positions

- Brenda Rogers Nominates Sharon Hanek – Sharon Hanek accepts nomination
- Sharon Shadwell Nominates Harbir Jui – Harbir Declines nomination
- Tanya Durand – Nominates Cindan – Cindan Declines nomination

Tanya Durand Calls for a vote on Sharon Hanek for At-Large Position,

- Vote passes with a majority

### Board Chair Vision

- Tanya speaks to the priorities for the upcoming year, the vision
  - I want us to become an indispensable resource to the decision makers, I want us to be the subject matter experts
    - We will connect with our external partners to get that information into one place
    - Identify things that are going well, and things that are not going well, so we know where to invest
  - Would like every meeting having outside groups for educations

### Transition of Executive Committee & New Subcommittee Leads

- Tanya – I would like to propose combining the education and outreach committees
- Sharon Hanek – Discusses the original plan for the education committee

- Kyle Paskewitz – Discusses the data analysis as a core component

### Community Building (Breakout Rooms)

- Groups Break out into Rooms

Annie Severson – What changes would you make?

- Kyle Paskewitz – We discussed the need for the data team and possible combining it with the analysis team
- Mary Neff - Jan and I agreed that the vision originally was that education was internal facing and outreach is external facing
- Tanya Durand - Sharon H and I talked about the need to make sure we don't forget the families who might fall through the cracks

Annie Severson – what would you add?

- Tanya – Might create a task force for the PSTAA funds

### Work Plan Status Update

- Annie Severson – Goes over the work plan, what has been done and where it is at and what steps are coming up in the future
- Annie Severson – Goes over the Jan-April Planning (Strategic Planning) – attached to end of minutes

### Prioritize Goal Areas

- Megan Picard – Goes over history of goal areas – google doc was shared earlier for people to look over
- Megan Picard – Shares Miro Board of previously organized goal areas
- Megan Picard – goes over Criteria
  - Prioritize issues that impact families from Birth to 25
  - Long-term/chronically an issue – Has implications for the workplace/economy
  - Are there practitioners ready to make the change-is there a way to see itself through?
  - Does this support equitable outcomes?
- Megan Picard has committee members individually go over the Miro board to adjust

Megan Picard – Do you think anything was missing? That should be added.

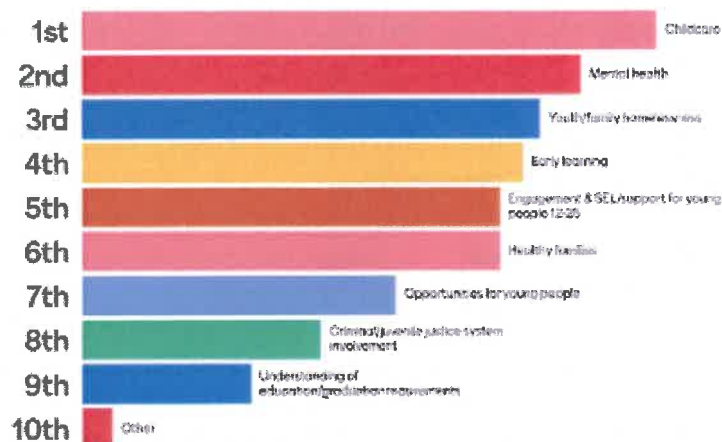
- Megan Starts Creating a list
- Megan - Should we add activities for Junior High to 25?
  - Sharon Hanek – Seems like there is a change in the high school area, emphasis on graduation, parents want to know what they can do to help their kids graduate, not a lot of information going to them.
  - Priscilla - I think we need to include positive supports for youth 12 - 25 years. Positive supports is mental health as well as opportunities for youth to develop socially and emotionally.
  - Sharon Shadwell - The disengagement begins in childcare with suspension and expulsion of boys being disproportionately high, particularly boys of color.
  - Priscilla – we are losing focus on evidence-based support and programs

- Social and emotional development is critical in the adolescent years
- Harbir Jui – I would appreciate some guidance if we were asked to rank these all seem critical and important to improve outcomes
- Annie Severson - Criteria for prioritizing:
  - Prioritize issues that impact families from Birth to 25
  - Long-term/chronically an issue – Has implications for the workplace/economy
  - Are there practitioners ready to make the change-is there a way to see itself through?
  - Does this support equitable outcomes?
- Branda Rogers – Education and graduation requirements – we are not in charge of setting those
  - We have a very small budget for social work / physiological work – it would need to be the support that would come from outside of school – we need a system that needs immediate contact for those services
  - Schools are struggling with this, we don't have the resources and training
  - Something we should look at
  - Mentorship is another one that might be helpful
  - We should make it clear how people can get a hold of services that are available
- Jan Mauk - I think it would be helpful to have a better understanding of what all is currently being done in Pierce County to address these areas of concern.
- Annie Severson – if mental health is a priority – what would that look like what would be the top 3 priorities?
- Sharon Hanek – on the topic of priorities, we should talk about Healthy families
  - A large segment of the population just needs a little bit of resources,
  - Kyle Paskewitz - I agree with Sharon, empowering parents/families to care for their children adequately is critical for many families. Very high priority in my opinion.
- Harbig Jui - Connection to therapists needs care coordination. We're working on this in medicine, but it really needs to be community-wide care coordination.
- Sharon Shadwell - I need to better understand what we mean by "mental health." Is it intensive interventions alone or also the "therapeutic web" of relationship-intensive programs that support social-emotional wellbeing?
- Megan Picards: List/Survey – requests they go in and start ordering list from top to bottom

Youth/family homelessness	
Childcare	
Mental health	
Early learning	
Criminal/juvenile justice system involvement	
Opportunities for young people	
Engagement & SEL/support for young people 12-25	
Understanding of education/graduation requireme	
Healthy families	134
Other	

Members Vote/Poll on Priorities:

**Please put the following goal areas in priority order for the B-25 Advisory Board. Top priority is 1st.**



- Annie Severson – Going to utilize the Miro Board (attached at end of minutes) – Members move to breakout rooms to focus on what to achieve in goal area and how to make progress forward
  - Annie Severson – Welcomes everyone back
    - What was challenging about this exercise?
      - Sharon Hanek – I had trouble focusing on children and not the families

### Public Comment

- No Public present to Comment

### Good of the Order

- Tanya – Acknowledges Ukraine and the struggles with that situation
- Tanya – Save the Date – 7/11/2022 – Expand the meeting to 3-4 hours to get all the providers together

### Adjournment

- Tanya adjourned the meeting at 10:59 am.

# Work Plan Status Update

SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY-APRIL	MAY/JUNE
<b>DISCOVERY</b>	<b>ANALYSIS</b>	<b>DESIGN</b>	<b>PLANNING</b>	<b>CLOSE OUT</b>	
<p><b>Project organization</b></p> <ul style="list-style-type: none"> <li>● Develop charter and work plan schedule</li> </ul> <p><b>Landscape analysis</b></p> <ul style="list-style-type: none"> <li>● Gather documents for review and complete landscape analysis</li> <li>● Identify stakeholders for interviews and Community Network Analysis</li> <li>● Schedule and conduct interviews</li> </ul>	<p><b>Perform Analysis</b></p> <ul style="list-style-type: none"> <li>● Summarize themes and inputs for Design phase</li> <li>● Create data summary report</li> <li>● Conduct CNA with Outreach team</li> <li>● Define engagements we want to hold</li> </ul>	<p><b>Design Plan</b></p> <ul style="list-style-type: none"> <li>● Identify meeting topics and sequence of dialogues</li> <li>● Develop strategic planning milestones and timeline</li> <li>● Develop plan for community engagement (<i>Ongoing</i>)</li> <li>● Prepare board members to conduct engagements</li> <li>● Define governance and finalize Bylaws</li> <li>● Schedule engagements (<i>Ongoing</i>)</li> </ul>	<p><b>Strategic Planning</b></p> <ul style="list-style-type: none"> <li>● Develop shared vision and goals</li> <li>● Organize and prioritize strategies (integrate work already done)</li> <li>● Develop process and outcome measures</li> <li>● Define clear roles and responsibilities</li> <li>● Integrate input from outreach</li> <li>● Create strategy for adapting to new information</li> <li>● Define data needs and reporting</li> <li>● Draft strategic plan</li> <li>● Draft tactical plan</li> </ul>	<p><b>Finalize Plan</b></p> <ul style="list-style-type: none"> <li>● Review and edit plan</li> <li>● Define next steps</li> <li>● Present recommendations to Pierce County Executive and Pierce County Council</li> </ul>	

● = To Do   
 ● = Doing   
 ● = Done   
 B = Board work outside of meetings



By 2040, the Pierce County Birth-25 Advisory Board will help to establish safe shelter and affordable housing for all young people in need in Pierce County. To do this, we will 1) understand current resources and level and type of need across different affinity groups, 2) partner with young people with lived experience as well as organizations and coalitions taking the lead on this issue to establish a shared advocacy agenda, and 3) advocate for county action to expand resources to meet needs. We will know we are successful when **100% of the shelter and housing needs are met for young people living in Pierce County**.

Consider the color-coded draft goal statement above and all the prior thinking on this topic as shown on the sense-making boards above. Then refine the statement by answering the questions in each corresponding color-coded block below.

<p><b>What, specifically, do we want to achieve in this goal area?</b></p> <ul style="list-style-type: none"> <li>Ident. "best" approaches and invest.</li> <li>Meaningful work opportunities for young people.</li> <li>Alternative programs that keep kids off the streets.</li> <li>Work closely with partners to provide shelter for children.</li> <li>Could we partner with communitywide services to provide housing for students?</li> <li>Support county-wide strategies.</li> <li>fund innovation?</li> <li>try to bring joy to these families.</li> </ul>	<p><b>What are the top 1-3 ways we will make progress toward this goal?</b></p> <ul style="list-style-type: none"> <li>learn/teach from providers in the space.</li> <li>better understand the problem and what is upstream of it.</li> <li>grants for schools or partnerships with schools to provide student housing - both k-12 and post secondary.</li> <li>County/Washco should have subsidies for families establishing homelessness.</li> </ul>
<p><b>How will we know that we have met this goal?</b></p> <ul style="list-style-type: none"> <li>lower homeless rates for young people</li> </ul>	<p><b>When do we expect that we will meet this goal?</b></p>

By 2032, the Pierce County Birth-25 Advisory Board will be an active and effective partner in helping to reduce the number and rate of suicides among Pierce County young people. To do this, we will 1) build understanding of the prevalence and causes of suicidal ideation as experienced by different affinity groups in Pierce County, 2) coordinate with Blue Zones, focusing on disproportionately impacted groups, and 3) identify and advocate for at least 3 impactful action items the County and community partners can do to improve Pierce County young people's sense of well-being. We will know we are successful when the number of middle and high school students that report considering suicide and of actual suicide attempts is a decreasing trend (rate decreases consistently across 5-year period). Consider the color-coded draft goal statement above and all the prior thinking on this topic as shown on the sense-making boards above. Then refine the statement by answering the questions in each corresponding color-coded block below.

### What, specifically, do we want to achieve in this goal area?

**Healthy relationships/families**

More connecting and family support. More family support. More family support. More family support.

**Decrease and better respond to ACE factors**

Develop a family violence prevention program with community members. More family support. More family support.

**get kids/young adults engaged in their community**

Develop a family violence prevention program with community members. More family support. More family support.

**Address/reduce stigma around mental health, especially for communities of color**

Bring in mental health professionals that reduce the stigma around mental health. More family support. More family support.

**Support LGBTQ+ children with self-identity**

Support LGBTQ+ children with self-identity. More family support. More family support.

**help them find their passion**

Help them find their passion. More family support. More family support.

### How will we know that we have met this goal?

**Children, youth, and families report more positive, supportive relationships**

**Reduced rates of child abuse and neglect**

**Increased sense of hope for the future**

**Parents for youth will have strong understanding of child and adolescent social-emotional development and how to support it**

**Reduced substance abuse and suicidal ideation/attempts**

### What are the top 1-3 ways we will make progress toward this goal?

**Identify what other groups with mental health concerns have learned from us and what we can learn from them**

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### When do we expect that we will meet this goal?

need in Pierce County. To do this, we will 1) build understanding of family needs, resource/service gaps, and root cause of challenges across different affinity groups, 2) build understanding of childcare provider needs, resource/service gaps, and root cause of challenges across different affinity groups, and 3) advocate for county action to close gaps. We will know we are successful when **all Pierce County families have access to the type and level of childcare they need in Pierce County.**

Consider the color-coded draft goal statement above and all the prior thinking on this topic as shown on the sense-making boards above. Then refine the statement by answering the questions in each corresponding color-coded block below.

<p><b>What, specifically, do we want to achieve in this goal area?</b></p> <ul style="list-style-type: none"> <li>Identify and understand the needs and challenges of different affinity groups</li> <li>Advocate for policy change</li> <li>Associate for information of benefits of staff</li> <li>Advocate for county-wide ELO</li> <li>Normalize babies at work in lieu of childcare</li> <li>Consider schools as prime location for childcare of school aged children</li> <li>Every parent in Pierce County that needs childcare has access to QUALITY child care</li> </ul>	<p><b>What are the top 1-3 ways we will make progress toward this goal?</b></p> <ul style="list-style-type: none"> <li>Survey childcare workers/agencies who have left the space in the last 12+ months to better understand barriers</li> <li>Identify the top 1-3 needs that this work may be able to address</li> <li>Understand the needs of parents, providers and staff</li> <li>Collaborate w/ CCR and PCC</li> <li>Could we offer training or programs that include child/family education?</li> <li>Support for families, friends &amp; neighbors caregivers</li> <li>Explore ways to enhance services for providers</li> </ul>
<p><b>How will we know that we have met this goal?</b></p> <ul style="list-style-type: none"> <li>higher number of served children</li> </ul>	<p><b>When do we expect that we will meet this goal?</b></p>



-  Bryan Barmore (Host, me)   
-  Annie Severson (she/her) The... (Co-host)   
-  Meagan Picard, she/her, The ... (Co-host)   
-  Stephanie Bray, Pierce County... (Co-host)   
-  Brenda Rogers  
-  Cindan Gizzi (she/her), Tacoma-Pierce Co HI...  
-  Harbir Juj  
-  Heather Moss, Pierce County Human Services  
-  Jan Mauk  
-  Jessica Winston  
-  Kyle Paskewitz  
-  Mary Neff  
-  Nelly Mbajah  
-  Priscilla Lisicich, she/her/hers  
-  Rodney Robinson  
-  Sarah Brady she/her Child Care Resources  
-  Sharon Hanek  
-  Sharon Shadwell (Behavioral Health)  
-  Tanya Durand  

A handwritten signature in black ink, appearing to read 'Tanya Durand'. The signature is fluid and cursive, with a large loop at the end.

Advisory Board Chair Tanya Durand