

Marion County Children & Families Commission

August 15, 2019 Meeting

11:30 AM to 1:30 PM

Grant Room, Broadway Commons

Commission Members Present: ~~Patrice Altenhofen~~, Phil Blea, Sue Bloom, George Burke, ~~Paige Clarkson~~, Jayne Downing, Troy Gregg, Lisa Harnisch, Sheriff Joe Kast, Levi Herrera-Lopez, ~~Stacy Lake~~, Kim Lemman, Pete McCallum, Honorable Cheryl Pellegrini (by phone), Allan Pollock, Eric Richards, Jim Seymour, ~~Sam Skillern~~, Shaney Starr, and Commissioner Colm Willis

Guests- Shemaina Miller (Mountain West), Jason Tate (Marion County Health & Human Services), Tricia Ratliff (Community Action Agency HOME Youth Resource Center), Wasi Khan (Galaxux)

Staff Present: Tamra Goettsch, Melinda Hautala, Heather Johnson
Meeting Summary Notes by Melinda Hautala

Welcome and Introductions

The meeting was called to order at 11:33 am. Welcome and introductions were made. Shaney announced that Sheriff Joe Kast has been appointed as a CFC member by the Board of Commissioners.

Approval of July 18th Meeting Summary Notes

Eric motioned to approve. Jayne seconded the motion. All were in favor to accept the meeting summary notes.
Motion passed.

HOPE ALIVE – CFC Focus

Community Services produced a “Values—Strategies—Impact” flowchart (see below) to organize the many points of discussion from the June and July CFC meetings into a format that helps put these ideas into action. Tamra explained that this was intended as a draft and invited members to think about this flowchart and give input.

Deputy Chief Burke mentioned a corporate program he recently learned about that is trying to find ways to infuse hope throughout the community, and suggested that the CFC could reach out to the organization facilitating this. In addition, the police department is developing a “train the trainer” session about how law enforcement can infuse hope into the community, and this could be opened up to others outside the police academy.

Commissioner Willis commented that in light of “Neighborhood Vitality,” the CFC could start with a particular geographic area, and determine how the varied services and resources provided by member organizations could combine to improve quality of life in that one neighborhood. Deputy Chief Burke said that the police department has neighborhood-defined focus areas, and the CFC could start with their data. Sue added that Boys & Girls Club was looking to build a new clubhouse in Northeast Salem, following data from a study last year that showed a high-density/high-need area within a one-mile radius that contains almost 2,700 school-age children

with no after-school programs available. Kim also added that many civic groups also have their work divided by neighborhoods, and that could be another way to engage the community.

Levi pointed out that more than 30% of people in Marion County do not identify as white, and that one way the CFC could convey that diversity, equity, and inclusion are among its core values would be to recruit additional CFC members who also do not identify as white. He acknowledged that sometimes these are difficult conversations to have, but if the CFC cannot talk about difficult issues when they come up, it creates missed opportunities.

Levi also noted that transportation is a major barrier for a lot of lower-income neighborhoods, because they are not designed for easy pedestrian access, so kids in these neighborhoods are often stuck at home after school.

Eric suggested the Education heading include “and early childhood programs.” Under this heading, “psychological and emotional” should be added to “academic success.” Lisa agreed, and added that ensuring that people have access to high-quality services and resources also aligns with the “neighborhoods” issue. She also suggested that attendance rate would be a good marker for Impact.

Phil added that it’s important to look at what resources are available in each school and neighborhood, and then determine if making certain programs available has resulted in better outcomes in those places. He also stressed that the CFC needs to integrate into the existing culture of neighborhoods, rather than coming in to tell people what they need. The CFC should not try to “save” these communities, but rather support them to support themselves.

Allan suggested that the neighborhood approach could work like a laboratory of sorts, to test the strategies that the CFC defines. This could provide “quick wins” that would boost hope in the community as well as demonstrate the work of the CFC. Shaney agreed with this model, and described how this approach could demonstrate a clear “before, during, and after” impact.

Pete reminded the CFC to consider that Marion County does include many small communities outside Salem, who may have to implement these ideas on a different scale.

HOPE ALIVE – Outward Mindset Exercise

Shemaina Miller led the group in an exercise to list challenges in the five areas outlined in the flowchart. At the end of the exercise, Shaney asked the members to write their names on the two areas that they would like to address first. Below are the results from the exercise:

Hope Infusion

Challenges:

- Build hope not only within individuals but on a large scale
- Create a unified vision; implement and measure impact
- Secure funds for ongoing programs
- Engage communities to take ownership and help them believe they can make a difference
- Overcome perception of limited resources; let people know where to get assistance

Phil
Sue
Shaney

- Remove stigma around asking for help
- Connect and empower parents
- Encourage youth who feel hopeless when they see adults struggling

Family & Individual Stability

Challenges:

- Help people find employment and job training
- Centralize local sources of information and direction
- Promote affordable housing in areas with high-quality schools and resources
- Teach skills in parenting, relationships, family conflict resolution, etc
- Improve parent experience in education system
- Increase availability of respite care
- Find or establish “bridge funding” for emergent needs (e.g. rent, housing, transportation, health/safety)
- Reach out to refugees and offer support
- Ensure services are culture-informed and culture-specific
- Direct people to assistance for treating addiction
- Support victims of domestic violence
- Examine causes of homelessness

Sue
Levi
Kim
Shaney
Jason

Neighborhood Vitality

Challenges:

- Sharpen focus to specific targets and goals
- Define neighborhoods geographically and culturally
- Inform residents about what is currently available in each neighborhood
- Address inequity of resources in different neighborhoods
- Identify key stakeholders
- Perform a person-to-person needs assessment
- Respect the needs and wants of existing residents and business owners
- Inspire participation in people who don’t usually get involved
- Investigate over-representation of some neighborhoods in juvenile system

Troy
Lisa
Allan
Jim
Shaney

Early Learning & Education

Challenges:

- Demonstrate the importance of early learning to families
- Clarify to parents and kids how education links to personal future goals
- Increase enrollment, attendance, and active engagement in programs
- Develop positive out-of-school activities and communities
- Expand and improve mental health resources
- Institute “warm handoff” transitions and follow-up systems
- Upgrade overall resources for students and teachers

Lisa
Pete
Eric

- Make certain that services are culturally responsive
- Ensure that resources are visible and accessible to families

Diversity, Equity, & Inclusion

Challenges:

- Create welcoming environments
- Promote staffing that reflects the community
- Increase services that are culture-aware and culture-appropriate
- Improve access to high-quality resources
- Foster opportunities for learning and understanding
- Analyze over-representation of minorities in the justice system

Levi
Kim
Allan
Jim
Jason

Shemaina also posed the following questions for further consideration:

- What are the challenges, opportunities, and objectives of those being impacted?
- How is my organization engaging?
- What roadblocks am I facing?
- Do we know enough and where do we go to learn?
- Who do we need to bring into the conversation?
- How might my organization be helpful in addressing the roadblocks others are facing?

Rescheduling September CFC Meeting

Tamra explained that the regularly-scheduled meeting on September 19 will be rescheduled because there are CFC organizations that have events the same day and also to accommodate Chris Pineda, who is continuing to facilitate Outward Mindset work with the CFC. A poll will be sent to members so that a suitable date and time can be found as soon as possible.

Sue thanked all of the organizations that participated in the Boys & Girls Club Health Fair.

Adjourned at 12:51 pm

The next Children and Families Commission meeting will be held on Thursday, September 26 at 3:00 pm.

DRAFT

Values

Strategies

Impact

Hope Infusion

- Organizational strategies are hope-centered with an outward mindset. CFC members are recognized as champions of hope.

Family & Individual Stability

- Families stay together and grow healthy and strong. Individuals have agency and pathways to achieve goals and thrive.

Neighborhood Vitality

- Communities have access to resources and build meaningful relationships with other residents.

Education

- Schools are supported to assure academic success.

Diversity, Equity, and Inclusion

Hope Infusion

- Train staff in Outward Mindset; align practices and behaviors with its methods.
- Use the Hope Survey to gather data.
- Build a Hope Action Team.

Family & Individual Stability

- Refocus FPAT's purpose to address family preservation.
- Identify and secure system navigation support needed to navigate through social services.

Neighborhood Vitality

- Work with civic and business groups to work within targeted neighborhoods.
- Facilitate development of businesses that improve neighborhoods' livability (eg grocery, coffee, gas, etc).

Education

- Increase mental health resources system-wide.
- Create a college fund that spurs entrepreneurial thinking.

Diversity, Equity, and Inclusion

- Identify existing challenges around diversity, equity, and inclusion.
- Embed findings into CFC's strategic plan.
- Encourage and invite diverse leadership onto the CFC.

Hope Infusion

- Hope Scores among survey respondents
- Collaboration and deeper relationships among CFC member and other organizations

Family & Individual Stability

- Foster care rate
- #'s served through navigator supports
- SNAP & free/reduced price lunch
- Homeless rate, family and youth
- Employment rate & access to employment
- Minority representation in justice system

Neighborhood Vitality

- Crime Rate per 1,000 residents (violent/property)
- % of homes that are owned rather than rented
- Volunteerism rate
- % moving in one year, per city

Education

- School Ratings
- Graduation Rates
- Access to mental health services
- Enrollment in a trade, apprenticeship, or college program

Diversity, Equity, and Inclusion

- Multicultural participation in CFC and other community organizations