



Meeting Notes
Family Success Alliance Council Meeting
Monday, February 18th, 2019
Whitted Building

In attendance:

Council: Charlos Banks, Ric Bruton, Nancy Coston, Rev. Sharon Freeland, Cordelia Heaney, Jackie Jenks, Lisa Lackey, Mark Marcoplos, Robin Pulver, Margaret Samuels, Sammy Slade, Michael Steiner, Brenda Stephens, Quintana Stewart, Jen Della Valle, Jenn Weaver, Michele Woodson

Absent: Delores Bailey, Charles Blackwood, Renee Price, Rani Dasi, Alice Denson, Martha Durhal, Eric Guckian, Sherrill Hampton, Annette Lafferty, Latoya Manning, Beatrice Parker, Rachel Schaevitz, Aviva Scully, Luke Smith, Sarah Vinas

Staff: Coby Austin, Erika Cervantes, Antonia Cortes Sanchez, Lakaya Craig, Dominika Gazdzinska, Mariela Hernandez, Zannie Gunn, Meredith McMonigle, Ling Oy, Kristin Prelipp, Juliet Sheridan, Claudia Yerena, Dana Crews

Guests: Beverly Scurry, Jennifer Galassi, Tina Vasquez, Vivette Jeffries-Logan

Welcome and Introductions

Jenn Weaver began the meeting with a welcome. She welcomed new council members Brenda Stephens of Orange County School Board. She also recognized that Renee Price, Orange County Board of County Commissioners, is joining the Council. She welcomed new Family Success Alliance team member Dana Crews, Family Engagement Manager, as well as Tina Vasquez and Vivette Jeffries, who facilitated most of the Advisory Council Meeting on Monday, February 18th, 2019. The Council reviewed the consent agenda.

Jennifer Galassi, who is Sherriff Blackwood's advisor at the Orange County Sherriff's Department came to speak about the suspicion of Immigration and Customs Enforcement (ICE) activities in Orange County, specifically in Hillsborough. She stated that the department is aware of ICE raids in Orange County, however they are not on good terms with the federal agency, as the Orange County Detention Center does not accept ICE detainees; they believe that this is against the constitutional rights of an individual to hold them detained based on their legal status. For that reason, ICE does not keep Orange County Sherriff's office updated on raids or individuals they are coming to detain. Sherriff's Department is not aware of anyone who had been taken into custody by ICE in recent raids, they do want to let the community know that they are supportive of all immigrants and whether they are documented or not, they can come in and receive services from the department.

Jenn announced that last week FSA received an anonymous donation that will fund all the recently awarded Innovation grants at the maximum level of \$2500 each.

Michele Woodson (Orange County Schools) and Charlos Banks (Chapel Hill Carrboro City Schools) then provided updates on their equity work. Highlights include OCS's plan to hire an Equity Officer, write a



new Racial Equity plan, revisit their Code of Conduct, and provide Racial Equity training to staff. CHCCS has a Director of Equity, Lee Williams, and they recently adopted a new strategic plan that incorporates racial equity throughout, including learning supports, restorative practices, updating the Code of Conduct, and forming an Equity Advisory Committee.

Myths and Truths of Equity

Tina Vasquez and Vivette Jeffries-Logan then facilitated a discussion about equity. Staff and Council members joined together at the table. First, Council members brainstormed concepts related to equity. Then they reviewed key concepts from Tema Okun's writing on White Supremacy Culture, including: perfectionism, sense of urgency, defensiveness, quantity over quality, worship of the written word, only one right way, paternalism, either/or thinking, power hoarding, fear of open conflict, individualism, "I'm the only one", progress is bigger/more, objectivity, and the right to comfort. Then they brainstormed words that are often used when talking about equity and deconstructed the concepts of "inclusion" and "marginalized" using an Equity Grid. The facilitators then shared their definition of equity:

Equity is the interdependent process by which all of the needs of a community are mutually considered and are thereby met through relationships that understand how to compromise for the greater health and well-being of that community and the communities within which it exists. The interdependent process looks different depending on place and context, is forever evolving, and is rooted in the spiritual, emotional, physical, and intellectual development of self and relationships.

Equity is not about making space for "others" but rather de-centering and de-normalizing the group in power or the group from which everything is based. Common myths about equity are:

- Diversity and inclusion leads to equity
- Equity is about leveling the playing field
- Equity is about making our world fair and universal
- Equity is achieved through making things equal
- Independence is achievable through equity
- Equity is a destination

Tina then challenged the Council to think about the ways in which FSA is working towards and against equity. She pointed to the strategic plan and the intention to support families in earning a living wage, and she suggested that the navigators are not even earning a living wage.

Council Business – Budget Review and Vote

Coby then presented the FY 19-20 budget. The most significant programmatic change represented in this budget is the intention to transition the 9 navigator staff (8.25 FTE) from contract staff to county employees. The purpose of this transition is to provide more consistent support for navigators across the zones and more fully integrate them with FSA backbone staff, with support from the Manager of Family Engagement, and to ensure navigators enjoy the full benefits of serving as county employees. We are seeking to fundraise an additional \$30,000 to increase current navigator capacity from 8.25 FTE to 9 FTE. This additional navigator time, along with increased capacity due to the evolution of the Family Empowerment Model (e.g., integrating "low-touch" support options) will enable FSA to continue to recruit another cohort of students in the current zones next fiscal year. Coby also clarified that the navigators' salary officially meets the by the definition of a "living wage," but it often takes more than that to make ends meet when raising a family in Orange County, which is the most expensive county in



the state, according to a 2017 United Way Self-Sufficiency report. Will be applying for United Way Grant and are planning to increase the ask to \$300,000 per year, up from about \$200,000. We are still working with our parent council and have \$7500 to use for mini-grants.

Motion to pass the budget: Motion made by Sammy Slade; a quorum was not met so the motion was furthered to Governance Work Group.