



# CHILD CARE PLANNING & ADVISORY COUNCIL

Black Children Committee | Sept 10, 2024 | 2:00-3:00pm

## MEETING NOTES

Participants: *Pat Sullivan, Jennifer Martinez, Easter Calvit, Cheryl Horney, Crystal Hawkins, Veronica Figueroa, Ravelle Taylor, Sara Hicks-Kilday, Mary Evelyn Thomas, Staci Collins, Monique Guidry, Fanny Wool.*

### **Letter to CPAC Membership & Survey Questions- Linked to CPAC Strategic Plan**

How are your agencies serving and supporting Black children and their families?

Pat Sullivan shared an outline for a letter and some survey questions.

Discussion of the survey:

- What are agencies already doing, or willing to do to support Black children and families?
- What is the date you started? What is the plan? what is the timeline? The end date when you are accomplishing this? Barriers and challenges? What supports are needed?
- What do strategic plans say about supporting Black children and families?
- What are best practices for working with black children and families?
- Pillars – attendance, literacy, discipline.
- Accountability has to be accurate and honest- not aspirational. How to inspire people to be real? Message= there has been historical harm to children, families in SF. We are looking for an opportunity for YOU to make change in your agency, center, etc. We are stronger together. In a community that depends on funding to survive, being honest can threaten funding.
- Getting comfortable with being accountable. Modeling from those who are in this group. Return to original mission statements and visions. Link to racial equity value of transparency. Celebrate attempts and failures! Modeling from this group. “Failure” as information gathering.
- Crystal Hawkins shared the Early Education Strategic Plan for Oakland Unified.

### **Brainstorm: Goals for CPAC Black Children/Families Committee for 2024-25**

- Goal #2 from page 12 strategic plan.
  - Strengthen workforce for early childhood education and out of school.
  - Making sure pathways goals for bringing in black educators is a good one to focus on.
  - What are we trying to get out of the survey? The survey could result in pointing out things that need to be considered in CPAC committee work.
- Goal #6- is already something this committee is talking about.
- Next step – within each one, get specific about what this committee can do.

### **Black Teacher Pathways – CCSF and Pathway Programs – Accountability**

*Next Black Ad Hoc Committee Meeting: Tuesday, Oct 8, 2024 from 2:00-3:00pm*