



## FIRST 5 ALAMEDA COUNTY COMMISSION MEETING AGENDA

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Thursday, December 16, 2021  
9:00 AM – 11:30 AM

Members of the public may access this meeting via:  
Zoom Meeting: <https://zoom.us/j/98341590218>  
Meeting ID: 983 4159 0218

**Commissioners:** Chair: Renee Herzfeld, Vice Chair: Cecilia Oregón, Dave Brown, Scott Coffin, Lori Cox, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt

**Alternates:** Aneeka Chaudhry, Anissa Basoco-Villarreal, Sarah Oddie

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1. **Public Comment (for items not listed on the agenda) - Limited to 3 minutes per speaker**
2. **Staff Announcements**
  - a. **General Staff Announcements**
  - b. **CEO Contract Authorizations**
3. **Communication from Commissioners**
4. **Adopt the 2022 Commission Final Calendar**
5. **Approve the Commission Minutes from October 14, 2021**
6. **Approve the Special Commission Minutes from December 9, 2021**
7. **Approve the Cost of Living Adjustment**
8. **Approve the First 5 Alameda County FY 2020-21 Annual Report to First 5 California**
9. **Receive First 5 California and First 5 Association Updates**
10. **Receive Legislation and Public Policy Updates**
11. **Tribute to Supervisor Wilma Chan**
12. **Receive First 5 Alameda Annual Report**
13. **Adjournment**

**Information about access:**

Please contact Julia Otani at [julia.otani@first5alameda.org](mailto:julia.otani@first5alameda.org) or (510) 227- 6987 three business days in advance if you need special assistance or translation/interpretation support so we can make reasonable arrangements to ensure accessibility. We will swiftly resolve any requests for accommodation to resolve any doubt whatsoever in favor of accessibility.



# Staff Updates

## December 2021

## 01 FOUNDATIONAL PRIORITY

Manage **Transformational Agency Change, with Equity at the Center**, in Service to Continued Results and a Sustainable Future

- We are finalizing our contract with Radicle Roots collective for a training series and facilitated process to **create a shared Agency definition of equity** next year
- CPS HR Consulting has been **working on the class and compensation study-expected completion by spring 2022**
- Hickman Strategies is wrapping up **division-level strategic planning meetings with teams.**
  - The next steps include drafting the strategic plan blueprint based on that input, the direction approved by the Commission in October, and stakeholder input
  - **Anticipate first reading-February 2022 Commission meeting**

## 02 FOUNDATIONAL PRIORITY

Manage internal/external **COVID-19 Response**

- The Human Resources and Facilities staff have been developing a **COVID-19 Prevention Program** and health and safety policies and procedures in preparation for a future return to the office
- Carla Keener continues to represent First 5 Alameda as part of **Ashland Cherryland Food and Basic Needs Committee** and **Alameda County COVID-19 Vaccine Community Advisory Group**
  - Support from Eden Church and other partners in Ashland Cherryland who are supporting the KRA outreach efforts to ensure parent voice is highlighted

## 01 STRATEGIC PRIORITY

Monitor & Plan for Implementation of the **Children's Health and Child Care Initiative (Measure C)**

- Program Workgroup meeting with Local Planning Council (LPC) Facilities Ad Hoc Committee to discuss strategies around **state & federal funding opportunities for licensed facilities** and to plan for the Licensed Child Care Facilities Survey in January 2022
- Data and Tech team completed its work exploring approaches to **Centralized Eligibility Lists; Developing recommendations for procurement approach and system adoption**
- **2021 Early Childhood Education (ECE) Needs Assessment**, which provides an overview of child care in the county including challenges and successes, was developed in partnership with community organizations
  - Partnered with LPC to host launch webinar
  - Hosted 3 presentations that were attended by 50-100 people

## 02 STRATEGIC PRIORITY

Advocate, Plan & Implement for Scaling of **Care Coordination Function**, Leveraging Help Me Grow

- We submitted a **proposal to Anthem Blue Cross** in support of our shared goal to develop an **integrated community-based care pediatric management program**
- We are in Phase II of Pediatric Pilot with **Alameda Alliance for Health**
- First 5 Association Foundation accepted our **Stupski grant**; developed partnership agreement and how to support pediatric navigation out of the FQHC's
- **Carla Keener presented at the First 5 Association Annual Summit** on December 6<sup>th</sup> on a panel about partnering with managed care plans

## 03 STRATEGIC PRIORITY

Leverage **Policy, Data, Evaluation, and Communication** for Program Investment and Partnership Opportunities

- **We launched our Kindergarten Readiness Assessment (KRA) on December 2** to parents, kindergarten and ECE teachers
  - **Participation from 30-member community Advisory Group**
- HCSA, Probation, Child Support Services and SSA each committed \$100K/yr for five years for the **Fatherhood program, potentially increasing FY 2021/22 annual budget to \$650K**
- We testified to First 5 CA Commission Meeting on October 28, advocating for **\$3M allocation for Afghan resettlement**; We will work with Supervisor Haubert and County to direct funding to support initial assessment and ongoing navigation needs
- Completed **local annual report** using a video-storytelling format, including interviews with staff, grantees, and Commissioners
- I joined the **Oakland Thrives Executive Team**



FY 2021-22 CEO Approved Contracts List

CEO Contract Authorizations and Amendments (Up to or equal to \$250,000 per contract/action - see light blue column)

Original Award, approved by Commission (June 24, 2021)							New Contracts or Augmentations, approved by CEO (10/15/2021-12/9/21)			
Strategy	Award Number	Contractor	Contract Start Date	Contract End Date	Original Description of Scope of Work	Amount	New, Amendment or Ancillary Amount	New Total Contract Amount	Funding to support COVID-19 activities	Description of New Contract or Added Scope of Work
Admin, Info & Technology	CS-AIT-2122-666	Wendi Brown Creative Partners (WBCP), Inc.	N/A	N/A	N/A	\$0.00	\$56,000.00	\$56,000.00	No	Funding to provide executive recruitment services.
Admin, Info & Technology	CS-AIT-2122-644	CPS HR Consulting	N/A	N/A	N/A	\$0.00	\$93,375.00	\$93,375.00	No	Funding to to conduct an employee classification and compensation study.
Neighborhoods Ready for School	PI-NRS-2122-668	Lotus Bloom Resource Center	N/A	N/A	N/A	\$0.00	\$150,000.00	\$150,000.00	No	Funding to support the Capital Campaign for the establishment of a new early childhood center for innovation in Oakland's San Antonio neighborhood.
							\$ 299,375.00	\$ 299,375.00		<b>CEO Authorizations 10/15/2021-12/9/21</b>



December 2021

## 2022 MEETING CALENDAR

MEETING DATES ARE SUBJECT TO CHANGE. MEMBERS OF THE PUBLIC CAN CALL 510-227-6900 TO VERIFY DATE AND TIME.

ALL MEETINGS WILL BE HELD AT THE FIRST 5 OFFICE: 1115 ATLANTIC AVENUE, ALAMEDA, CA 94501

UNLESS OTHERWISE INDICATED IN ADVANCE OF THE MEETING

MONTH	SPECIAL COMMISSION 9:00 AM–9:10 AM	EXECUTIVE COMMITTEE 9:15 AM–10:30AM	COMMISSION 9:00 AM–11:30 AM	AGENDA ITEMS (SUBJECT TO CHANGE)
FEBRUARY	Thursday, February 10	Thursday, February 10	Thursday, February 17	<ul style="list-style-type: none"> <li>Election of Officers</li> <li>Mid-Year Budget Modification</li> <li>Mid-Year Investment Update</li> <li>Investment Policy Revisions</li> </ul>
APRIL	Thursday, April 21	Thursday, April 21	Thursday, April 28	<ul style="list-style-type: none"> <li>First reading of FY 2022-24 Budget</li> <li>First reading of FY 2022-24 Strategic Plan</li> <li>First reading of Long-Range Financial Plan</li> <li>First 5 CA Annual Report</li> </ul>
JUNE	Thursday, May 26	Thursday, May 26	Thursday, June 2	<ul style="list-style-type: none"> <li>Final approval of FY 2022-24 Budget</li> <li>Contract Authorizations</li> <li>Final Approval of FY 2022-24 Strategic Plan</li> <li>Final Reading of Long-Range Financial Plan</li> <li>Financial Policies Revisions</li> <li>ACERA 401(h) Approval</li> <li>Personnel Policies Revisions</li> <li>GASB 54 Fund Balance Commitment</li> </ul>
AUGUST	TBD	Thursday, August 11	Thursday, August 18	<ul style="list-style-type: none"> <li>TBD</li> </ul>
OCTOBER	TBD	Thursday, October 6	Thursday, October 13	<ul style="list-style-type: none"> <li>FY 2021-22 Financial Audit Report</li> </ul>
DECEMBER	TBD	Thursday, December 8	Thursday, December 15	<ul style="list-style-type: none"> <li>F5AC Annual Report to First 5 CA</li> <li>F5AC Annual Report</li> </ul>



**First 5 Alameda County Commission Meeting**  
**October 14, 2021, 9:00 AM – 11:30 AM**  
**Zoom Webinar Meeting ID: 915 6903 2858**

**Commissioners Present:** Chair: Renee Herzfeld, Cecilia Oregón, Scott Coffin, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt (Joined at 9:45 AM)

**Commissioner Alternate:** Sarah Oddie (for Wilma Chan)

**Not Present:** Lori Cox

**First 5 Staff Present:** Kristin Spanos, Charla Black-Edwards, Lisa Forti, Christine Hom, Tyson Jue, Carla Keener, Julia Otani, Ana Rasquiza, Michele Rutherford, Lea Yancey

**Guest Presenters:** Ragini Singh, Carlos Oblites, Jim Hickman

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
<b>CALL TO ORDER AND ROLL CALL</b>			
R. Herzfeld	The Commission meeting was called to order by Chair Herzfeld who gaveled in at 9:02 AM. Chair Herzfeld shared that the meeting was being recorded. Commissioners Herzfeld, Oregón, Coffin, Magaña, Moreno, and Commissioner Alternate Oddie stated their names to indicate that they were present for the meeting.	None	None
<b>1. PUBLIC COMMENT</b>			
R. Herzfeld	There was public comment.	None	None
<b>2. STAFF ANNOUNCEMENTS</b>			
K. Spanos	<a href="#">[Attachment]</a> Ms. Spanos presented the General Staff Announcements and CEO Contract Authorizations. <b>A. General Staff Announcements</b> <ul style="list-style-type: none"> <li>Ms. Spanos provided an overview of the Staff Update slides.</li> </ul> <b>B. CEO Contract Authorizations</b> <ul style="list-style-type: none"> <li>There were 2 contracts approved by the CEO that were between \$50,000 to \$250,000 per contract action since the last Commission meeting; the summary is located in the meeting packet.</li> </ul>	None	None
<b>3. COMMUNICATION FROM COMMISSIONERS</b>			
	None	None	None
<b>4. 2022 COMMISSION DRAFT CALENDAR</b>			
K. Spanos	<a href="#">[Attachment]</a> Ms. Spanos presented the 2022 Commission Draft Calendar and asked the Commissioners to communicate any conflicts with the meeting dates.	None	None
<b>5. APPROVAL OF COMMISSION MEETING MINUTES FROM JUNE 24, 2021</b>			
R. Herzfeld	<a href="#">[Attachment]</a> Chair Herzfeld asked if there was any public comment before taking a vote to approve the minutes. Chair Herzfeld facilitated the vote to approve the June 24, 2021 Commission Meeting minutes.	Motion: C. Oregón Second: T. Magaña No Abstentions. Motion passed. 6-0	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
<b>6. APPROVAL OF SPECIAL COMMISSION MINUTES FROM OCTOBER 4, 2021</b>			
R. Herzfeld	<a href="#">[Attachment]</a> Chair Herzfeld asked if there was any public comment before taking a vote to approve the minutes. Chair Herzfeld facilitated the vote to approve the October 4, 2021 Special Commission Meeting minutes.	Motion: C. Oregon Second: S. Oddie No Abstentions. Motion passed. 6-0	None
<b>7. FY 2020-21 FINANCIAL AUDIT PRESENTATION</b>			
R. Singh	<a href="#">[Attachment]</a> Ms. Ragini Singh from RS Associates presented the FY 2020-21 Financial Audit. Ms. Singh reported that there were no findings. Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld asked if there was any public comment before taking a vote to adopt the FY 2020-21 Financial Audit.	Motion: C. Oregon Second: K. Moreno No Abstentions. Motion passed. 6-0	None
<b>8. CHANDLER ASSET MANAGEMENT PRESENTATION</b>			
C. Oblites  C. Hom	<a href="#">[Attachment]</a> Mr. Carlos Oblites from Chandler Asset Management presented on the agency's investment portfolio. <b>A. FY 2020-21 Investment Report</b> <ul style="list-style-type: none"> <li>Ms. Hom presented the mid year FY 2020-21 Investment Report.</li> </ul> Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the FY 2020-21 Investment Report.	Commissioner Watkins-Tartt joined the meeting at 9:45 AM.  Motion: S. Coffin Second: C. Oregon No Abstentions. Motion passed. 7-0	None
<b>9. FIRST 5 CALIFORNIA AND FIRST 5 ASSOCIATION UPDATES</b>			
K. Spanos	<a href="#">[Attachment]</a> K. Spanos presented the First 5 California and First 5 Association Updates.	None	None
<b>10. LEGISLATION AND PUBLIC POLICY UPDATES</b>			
A. Rasquiza	<a href="#">[Attachment]</a> A. Rasquiza presented the Legislation and Public Policy Updates.	None	None
<b>11. FY 2022-2027 STRATEGIC PLANNING PRESENTATION</b>			
K. Spanos, T. Jue, C. Hom, C. Keener, L. Forti, J. Hickman	<a href="#">[Attachment]</a> Ms. Spanos, Mr. Jue, Ms. Hom, Ms. Keener, Ms. Forti and Mr. Hickman presented on the FY 2022-2027 Strategic Plan. Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the FY 2020-27 Strategic Planning recommendations.	Motion: C. Oregon Second: T. Magaña No Abstentions. Motion passed. 7-0	None
<b>12. ADJOURNMENT</b>			
R. Herzfeld	Chair Herzfeld adjourned the meeting and gavelled out at 11:15 AM.	None	None

Respectfully Submitted By: Julia Otani, Executive Assistant





**First 5 Alameda County Special Commission Meeting  
December 9 2021, 8:45 AM - 8:55 AM  
Zoom Webinar Meeting ID: 920 3485 7471**

**Commissioners Present:** Chair: Renee Herzfeld, Cecilia Oregón, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt  
**Commissioner Alternate:** Sarah Oddie for Supervisor Brown, Anissa Basoco-Villarreal for Lori Cox  
**Absent:** Supervisor Dave Brown, Lori Cox  
**First 5 Staff Present:** Kristin Spanos, Tyson Jue, Christine Hom, Julia Otani, Charla Black-Edwards

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
<b>CALL TO ORDER</b>			
R. Herzfeld	The Commission meeting was called to order by Chair Herzfeld who gaveled in at 8:50AM. Chair Herzfeld shared that the meeting was being recorded.	None	None
<b>1. PUBLIC COMMENT</b>			
R. Herzfeld	There was no Public Comment.	None	None
<b>2. Resolution Adopting Findings That There is a Proclaimed State of Emergency and That Meeting In Person Poses Imminent Health and Safety Risks to Attendees and Authorizing Remote Teleconference Meetings for the Commission and Committees For the Period of October 7-November 6, 2021 Pursuant to AB 361</b>			
K. Spanos	<a href="#">[Attachment]</a> Ms. Spanos recommended that the Commission adopt the resolution for the period of December 9, 2021 - January 8, 2022, pursuant to AB 361. Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the resolution adopting findings that there is a proclaimed state of emergency and that meeting in person poses imminent health and safety risks to attendees and authorizing remote teleconference meetings for the Commission and Committee meetings for the period of December 9, 2021 - January 8, 2022, pursuant to AB 361.	Motion: Cecilia Oregón Second: Tomás A. Magaña No abstentions. Motion passed.	Ms. Otani will record the vote and send the resolution to Chair Herzfeld for her signature via DocuSign.
<b>3. ADJOURNMENT</b>			
R. Herzfeld	Chair Herzfeld adjourned the meeting and gaveled out at 8:54AM	None	None

Respectfully Submitted By: Julia Otani, Executive Assistant



**To:** First 5 Alameda County Commission  
**From:** Christine Hom, Finance Officer  
**Date:** December 16, 2021  
**Subject:** 2022 Cost of Living Adjustment

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### REQUESTED ACTION

That the Commission review and approve the recommendation for a 2022 Cost of Living Adjustment (COLA) of 3.75%.

### BACKGROUND

Per the Salary Guidelines, approved by the Commission, it is the Commission's responsibility to grant a COLA to employees. If awarded, COLAs are granted to all regular employees, both full and part-time, at the beginning of the calendar year. Typically, COLAs are implemented to ensure that employees' wages do not lose real value due to increases in the costs of goods and services.

Competitive salaries are an important recruitment and retention strategy; the ability to consider a COLA is particularly important for retention purposes considering that many of our employees' salaries are capped and, as a relatively small agency, promotional opportunities are limited. If approved, COLA adjustments will be applied to our salary ranges. We would anticipate applying the COLA to the December 26, 2021 pay period with it then being reflected in employee paychecks on January 21, 2022.

### DISCUSSION

We annually review Alameda County's COLA practices in an attempt to provide comparable benefits and remain a competitive employer.

#### Alameda County:

SEIU, representing the majority of non-exempt employees at Alameda County, will receive a COLA of 3.25% effective 6/26/22.

ACMEA, representing the majority of management and professional level employees at Alameda County, will receive a 3% COLA on 12/26/21.

#### Consumer Price Index:

The Bureau of Labor Statistics has reported a 5.6% increase in food prices and an increase of 25% in energy (largely due to increased gas prices) for an overall increase of 3.8% over the last 12 months (November 2020 – October 2021).

**FISCAL IMPACT**

The fiscal impact of granting a 3.75% COLA for the six-month period of the current fiscal year is \$130,532. Funding is included in the FY 2021-22 Commission approved budget in anticipation of keeping consistent with the County.

**RECOMMENDATION**

That the Commission grant a 3.75% employee Cost of Living Adjustment (COLA) to take effect for the calendar year of 2022.

Submitted by:

Reviewed by:

DocuSigned by:  
*Christine Hom*  
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Christine Hom,  
Finance Officer

DocuSigned by:  
*Kristin Spanos*  
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Kristin Spanos,  
Chief Executive Officer



**To:** First 5 Alameda County Commission

**From:** Lisa Forti, Policy, Planning & Evaluation Director

**Date:** December 16, 2020

**Subject:** First 5 Alameda County FY 2020-21 Annual Report to First 5 California

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**ACTION REQUESTED:**

To approve the First 5 Alameda County FY 2020-21 Annual Report to First 5 California.

**BACKGROUND:**

Each year, First 5 Alameda County is required to submit an annual report to First 5 California. The report contains information on clients served and financial data, and a narrative summary of evaluations completed in FY 2020-21. The report was due and submitted on October 29, 2021.

**RECOMMENDATION:**

That the Commission approve the First 5 Alameda County FY 2020-21 Annual Report be submitted to First 5 California.

Submitted by:

DocuSigned by:  
*Lisa Forti*  
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Lisa Forti  
Policy, Planning & Evaluation Director

Reviewed by:

DocuSigned by:  
*Kristin Spanos*  
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Kristin Spanos  
Chief Executive Officer



**Annual Report AR-1**  
**Alameda Revenue and Expenditure Summary**  
**July 1, 2020 - June 30, 2021**

## Revenue Detail

Category	Amount
<b>Tobacco Tax Funds</b>	\$13,036,934
<b>First 5 IMPACT 2020 Funds</b>	\$1,314,490
<b>Small Population County Augmentation Funds</b>	\$0
<b>DLL Pilot Funds</b>	\$0
<b>Other First 5 California Funds</b>	\$116,743
<b>Other First 5 California Funds Description</b> First 5 SF IMPACT Regional Hub T/TA	
<b>Other Public Funds</b>	\$6,887,610
<b>Other Public Funds Description</b> Alameda Co Social Services, AC Public Health Dept (CHDP, HTHC, ECChange, PHOC), AC Health Care Services, AC Office of Education, CA Dept of Ed	
<b>Donations</b>	\$0
<b>Revenue From Interest Earned</b>	\$35,730
<b>Grants</b>	\$1,062,673
<b>Grants Description</b> Alameda Alliance for Health, Cal Wellness, Sunlight Giving, Aurrera Health Group	
<b>Other Funds</b>	\$2,728,900
<b>Other Funds</b> Misc Revenue: Rental Income; Investment Revenue; Medi-Cal Administrative Activities (MAA); First 5 Alameda County sustainability funds	
<b>Total Revenue</b>	<b>\$25,183,080</b>

## Improved Family Functioning

Service	Grantee	Program(s)	Children	Caregivers	Providers	Amount
General Family Support	CBO/Non-Profit	<ul style="list-style-type: none"> <li>• Core Operating Support</li> <li>• Five Protective Factors</li> <li>• Playgroups</li> </ul>	2102	3484	290	\$1,726,310
General Family Support	County Office of Education/School District	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> <li>• Not Applicable (kindergarten transition and readiness)</li> </ul>	3235	1330	92	\$1,418,402
General Family Support	Family Resource Center	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> <li>• Playgroups</li> </ul>	3014	2924	41	\$1,599,627
General Family Support	First 5 County Commission	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> </ul>	0	0	1009	\$2,268,673
General Family Support	Other Public	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> <li>• Playgroups</li> </ul>	181	750	2	\$171,814
General Family Support	Research/Consulting Firm	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> </ul>	0	0	500	\$179,031
General Family Support	Resource and Referral Agency (COE or Non-Profit)	<ul style="list-style-type: none"> <li>• Five Protective Factors</li> </ul>	151	146	0	\$186,925
Family Literacy and Book Programs	CBO/Non-Profit	<ul style="list-style-type: none"> <li>• Local Model</li> </ul>	0	0	75	\$15,000
					<b>Total</b>	<b>\$7,565,782</b>

## Improved Child Development

Service	Grantee	Program(s)	Children	Caregivers	Providers	Amount
Quality Early Learning Supports	CBO/Non-Profit	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	0	0	515	\$1,094,214
Quality Early Learning Supports	First 5 County Commission	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	6263	0	1552	\$1,805,281
Quality Early Learning Supports	Higher Education	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	0	0	16	\$25,595
Quality Early Learning Supports	Other Public	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	836	821	28	\$84,398
Quality Early Learning Supports	Research/Consulting Firm	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	0	0	27	\$31,950
Quality Early Learning Supports	Resource and Referral Agency (COE or Non-Profit)	<ul style="list-style-type: none"> <li>Quality Counts California</li> </ul>	1582	419	1370	\$1,241,320
					<b>Total</b>	<b>\$4,282,758</b>



## Improved Child Health

Service	Grantee	Program(s)	Children	Caregivers	Providers	Unique Families	Amount
Early Intervention	CBO/Non-Profit	<ul style="list-style-type: none"> <li>Care Coordination and Linkage</li> </ul>	746	703	0	0	\$482,000
Early Intervention	County Health & Human Services	<ul style="list-style-type: none"> <li>Care Coordination and Linkage</li> </ul>	0	0	106	0	\$95,000
Early Intervention	First 5 County Commission	<ul style="list-style-type: none"> <li>Care Coordination and Linkage</li> </ul>	5768	5721	433	0	\$2,002,484
Early Intervention	Hospital/Health Plan	<ul style="list-style-type: none"> <li>Not Applicable (ACES Aware)</li> </ul>	0	0	200	0	\$154,253
Prenatal and Infant/Toddler Pediatric Support	CBO/Non-Profit	<ul style="list-style-type: none"> <li>DULCE</li> </ul>	0	32	0	32	\$30,000
Prenatal and Infant/Toddler Pediatric Support	Hospital/Health Plan	<ul style="list-style-type: none"> <li>DULCE</li> </ul>	90	90	0	90	\$110,194
						<b>Total</b>	<b>\$2,873,931</b>

## Improved Systems Of Care

Service	Grantee	Program(s)	Amount
Policy and Public Advocacy	First 5 County Commission	<ul style="list-style-type: none"> <li>• Child Health</li> <li>• Early Learning</li> <li>• Resilient Families and Communities</li> <li>• Revenue Sustainability</li> </ul>	\$279,200
Policy and Public Advocacy	Hospital/Health Plan	<ul style="list-style-type: none"> <li>• Child Health</li> <li>• Resilient Families and Communities</li> </ul>	\$6,700
Policy and Public Advocacy	Research/Consulting Firm	<ul style="list-style-type: none"> <li>• Resilient Families and Communities</li> </ul>	\$80,014
Systems Building	CBO/Non-Profit	<ul style="list-style-type: none"> <li>• Early Identification and Intervention</li> <li>• Family Resiliency</li> <li>• Health Systems</li> </ul>	\$81,700
Systems Building	County Office of Education/School District	<ul style="list-style-type: none"> <li>• Family Resiliency</li> </ul>	\$4,500
Systems Building	First 5 County Commission	<ul style="list-style-type: none"> <li>• Early Identification and Intervention</li> <li>• Family Resiliency</li> <li>• Health Systems</li> <li>• Place-Based</li> <li>• Trauma-Informed Care/ACES</li> </ul>	\$1,084,669
Systems Building	Other Public	<ul style="list-style-type: none"> <li>• Family Resiliency</li> <li>• Trauma-Informed Care/ACES</li> </ul>	\$22,500
Systems Building	Research/Consulting Firm	<ul style="list-style-type: none"> <li>• Not Applicable (iPinwheel, language translation/interpretation, equity, quality child care)</li> <li>• Trauma-Informed Care/ACES</li> </ul>	\$337,240
<b>Total</b>			<b>\$7,598,635</b>

<b>Service</b>	<b>Grantee</b>	<b>Program(s)</b>	<b>Amount</b>
Systems Building	Resource and Referral Agency (COE or Non-Profit)	<ul style="list-style-type: none"> <li>• Family Resiliency</li> </ul>	\$4,500
Emergency and Disaster Relief	CBO/Non-Profit	<ul style="list-style-type: none"> <li>• Direct Material Support</li> </ul>	\$1,880,999
Emergency and Disaster Relief	County Office of Education/School District	<ul style="list-style-type: none"> <li>• Direct Material Support</li> </ul>	\$903,012
Emergency and Disaster Relief	First 5 County Commission	<ul style="list-style-type: none"> <li>• Coalition Building</li> <li>• Direct Material Support</li> </ul>	\$2,771,414
Emergency and Disaster Relief	Research/Consulting Firm	<ul style="list-style-type: none"> <li>• Coalition Building</li> </ul>	\$85,000
Emergency and Disaster Relief	Other Private/For Profit	<ul style="list-style-type: none"> <li>• Coalition Building</li> </ul>	\$57,187
<b>Total</b>			<b>\$7,598,635</b>

## Expenditure Details

<b>Category</b>	<b>Amount</b>
Program Expenditures	\$22,321,106
Administrative Expenditures	\$3,552,949
Evaluation Expenditures	\$718,824
Total Expenditures	\$26,592,879
Excess (Deficiency) Of Revenues Over (Under) Expenses	(\$1,409,799)

## Other Financing Details

<b>Category</b>	<b>Amount</b>
Sale(s) of Capital Assets	\$0
Other	\$0
<b>Total Other Financing Sources</b>	<b>\$0</b>

## Net Change in Fund Balance

<b>Category</b>	<b>Amount</b>
Fund Balance - Beginning	\$35,567,970
Fund Balance - Ending	\$34,158,171
Net Change In Fund Balance	(\$1,409,799)

## Fiscal Year Fund Balance

<b>Category</b>	<b>Amount</b>
Nonspendable	\$5,582
Restricted	\$0
Committed	\$7,660,015
Assigned	\$26,492,574
Unassigned	\$0
Total Fund Balance	\$34,158,171

# Expenditure Note

No data entered for this section as of 10/29/2021 12:45:06 PM.

## Small Population County Funding Augmentation Expenditure Detail

Category	Amount	Comment
Program: Evidence-Based	\$0	
Program: Evidence-Informed	\$0	
Program: Other Funded	\$0	
Program: Professional Development, Training and Technical Assistance	\$0	
Administration	\$0	
Evaluation	\$0	
Other (Please Explain)	\$0	
	<b>Total</b>	<b>\$0</b>
If unspent funds occurred during the FY, please list amount and provide explanation.	\$0	



**Annual Report AR-2**  
**Alameda Demographic Worksheet**  
**July 1, 2020 - June 30, 2021**

**Population Served**

<b>Category</b>	<b>Number</b>
Children – Ages Unknown (birth to 6th Birthday)	6,422
Primary Caregivers	16,420
Providers	6,256
Children Less than 3 Years Old	4,949
Children from 3rd to 6th Birthday	12,597
<b>Total Population Served</b>	<b>46,644</b>

## Primary Languages Spoken in the Home

Category	Number of Children	Number of Primary Caregivers
English	9,039	1,895
Spanish	5,339	2,213
Cantonese	803	447
Mandarin	506	233
Vietnamese	194	48
Korean	41	10
Other - Specify with text box Arabic, Farsi/Dari, Mam, Tagalog, Hindi, Tigrinya,	1,438	392
Unknown	6,608	11,182
<b>Totals</b>	<b>23,968</b>	<b>16,420</b>



## Race/Ethnicity of Population Served

Category	Number of Children	Number of Primary Caregivers
Alaska Native/American Indian	163	52
Asian	3,699	1,081
Black/African-American	3,357	1,149
Hispanic/Latino	7,296	2,229
Native Hawaiian or Other Pacific Islander	220	23
Other – Specify with text box	141	23
Two or more races	1,016	313
White	2,078	358
Unknown	5,998	11,192
<b>Totals</b>	<b>23,968</b>	<b>16,420</b>

## Duplication Assessment

Category	Data
Degree of Duplication	15%
Confidence in Data	Moderately confident
Additional Details (Optional)	<p>We have tried to minimize duplication. There is little to no duplication within programs, e.g., number of Training@First 5 providers trained (1,684), HMG child count (5,132) and QRIS child count (6,263). We estimate 15% duplication across programs (e.g., there is likely some duplication between QRIS providers receiving professional development and those receiving COVID relief).</p>



## Annual Report AR-3

### Alameda County Evaluation Summary and Highlights

July 1, 2020 - June 30, 2021

## County Evaluation Summary

### Evaluation Activities Completed, Findings, and Policy Impact

First 5 Alameda funded an evaluation of Help a Mother Out's (HAMO) diaper distribution efforts to advance a body of research in support of policy advocacy. This evaluation was used as part of advocacy efforts that resulted in the successful inclusion of \$30 million in the state budget for diaper banks. Infants need up to twelve diapers a day. For a parent earning the federal minimum wage, diapering two children accounts for about 12% of their annual gross income. The May 2021 Help A Mother Out Diaper Interim Evaluation report prepared by Public Profit demonstrates the benefits families and children experience when provided access to basic needs such as diapers. Findings from surveys conducted with 292 parents/caregivers revealed that: • 99% say they are a happier caregiver • 99% of caregivers feel less stressed • 98% say their family feels less stressed • 97% say their child is healthier • 95% have more money in the budget for food. Nearly 92% of HAMO's diaper program clients said their need for free diapers increased due to COVID-19. In 2020, HAMO provided over 3.7 million diapers to community partners already embedded in the community, providing services to families in need. These organizations integrated diaper distribution within current programming for families reaching an estimated 1,700 families each month. Before being in the program, only 8% of diaper bank clients reported that they always had enough diapers; since being in the program, 54% reported that they always have enough diapers. In 2018, First5 Alameda County expanded our place-based efforts and has since invested millions of dollars into four historically underserved communities. The Neighborhoods Ready for School (NRFS) strategy addresses barriers to resources for families, supports cross-system service coordination, and informs policy advocacy and service delivery for First 5 and other public systems. The June 2021 NRFS Interim Evaluation report released by Community Centered Evaluation and Research and Clarity Social Research Group is based on a cross site evaluation informed by site visits, key informant and key stakeholder interviews, grantee and partner agency surveys, and parent/caregiver focus groups. Key recommendations for public systems include: - Double-down on place-based strategies and intentional partnerships - Support collaborative efforts to ensure culturally and linguistically appropriate access to services, including mental health - Support networking among family navigators and a centralized, up-to-date countywide referral system - Support local neighborhood improvement efforts - Increase connections and communications with NRFS lead agencies and community partners. By documenting results from this effort, First5 aims to further influence policymaking that results in more just, equitable community conditions, setting every child on a path for educational achievement and lifelong well-being. Focusing on the social determinants of health, Project DULCE demonstrates the importance of investing in prevention and early intervention to help families navigate and

connect to services. Project DULCE is a pediatric primary care intervention to support families' needs in the first 6 months of life. A Family Specialist paraprofessional provides child development anticipatory guidance and connection to concrete supports, including legal guidance. From 2017-2020, Chapin Hall at the University of Chicago, in partnership with the Center for the Study of Social Policy, conducted a longitudinal study with a subsample of the 402 families enrolled in Alameda County, examining the likelihood that families were able to get what they needed. Results from the evaluation highlight the importance of sustaining and scaling the model. Key findings include: • 80% of expected routine healthcare visits occurred on time every month • 83% of those with food insecurity and 70% of those with insecure housing received services.

## County Highlights

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### County Highlight

First 5 Alameda leveraged existing investments, partnerships, and infrastructure in service to an equitable recovery from the pandemic, and long-term policy changes that address structural inequities and support the conditions for families and children to thrive. 1. Distributed nearly 2M health, safety, and educational supplies. 2. Partnered with Alameda Alliance for Health, Medi-Cal Managed Care plan, to outreach to over 1298 families to ensure access and utilization of pediatric care and immunizations. 3. Administered \$4M in CARES Act funding for grants and air purifiers to family child care providers. 4. Leveraging pre-pandemic investments and partnerships, Neighborhoods Ready for School grantees became support hubs to connect families with resources. 5. Provided developmental screening, care coordination, and linkages to services for 5,788 parents/caregivers and 5,978 children; 729 providers received training/support. 6. Partnered with Help a Mother Out and Supplybank.org to distribute over 4M diapers. Funded an evaluation for use in policy advocacy. 7. Hosted monthly "Dad-scussions," a virtual series for fathers. 8. Distributed over 11,000 earliest learner and kindergarten readiness backpacks via 27 neighborhood partners. 9. Trained 1684 community-based and 2659 ECE professionals on topics such as housing and economic rights, early education, and mental health. 10. Provided emergency relief, training, and coaching/consultation to 3,508 child care providers, impacting 1240 parents/caregivers and 8621 children. 11. Continued support of an ECE apprenticeship pilot blending CalWORKs, Prop10 and philanthropic funding. 18/18 graduated and 17 were placed in jobs. 12. Advocated for using COVID relief funding for young children and families, and proven strategies in the state budget. 13. Partnered with community to use data and research for local policy advocacy. 14. Hosted a policy speaker series with Dr. Raj Chetty, the Univ of Oregon RAPID-EC, and UC Berkeley Center for Child Care Employment



## First 5 Association Update

### First 5 Association Strategic Plan

The First 5 Association recently released “[Our Focus, Out Future](#),” its strategic plan for 2022-24. The plan is a 3-year strategic plan encompassing the work of the First 5 Association and the California Children & Families Foundation- including the First 5 Center for Children’s Policy, which is housed in the Foundation. The plan is the product of an extensive process that included a thorough document review, Executive Committee and external stakeholder interviews, several member input sessions (I participated in several with other ED’s), facilitated planning sessions with the Executive Committee and Association leadership, and refinement of the proposed plan based on member and staff feedback. The new strategic plan is organized with three strategic objectives: Policy & Systems Change Priorities, Statewide Leadership, and Sustainability and Scale. A [two page summary](#) of the strategic plan is also available.

### First 5 Association Welcomes Interim Executive Director

The First 5 Association is excited to welcome Interim Executive Director Deborah Reidy Kelch. Deborah, working with association members, staff, consultants, and external partners, will advance the organization’s strategic goals and objectives, and ensure a smooth transition to a new executive director. Deborah previously served for 40 years as a California health policy researcher, expert, and consultant, retiring in 2020.

### First 5 Association Summit

The First 5 Association hosted its [annual summit December 6<sup>th</sup>, 8<sup>th</sup>, and 10<sup>th</sup>](#). The event was an opportunity for collective learning, acknowledging the challenges of the last year and looking ahead optimistically to 2022. The event featured three days on online events, with the first day dedicated to a focus on early childhood health and wellness, where First 5 Alameda’s Carla Keener joined a panel sharing a local perspective on the Plan Partnership Project. The event’s second day was dedicated to a focus on reimagining parent engagement to advance Race, Equity, Diversity, and Inclusion efforts. I had the opportunity to introduce local equity leader, Junious Williams, who gave the keynote address. [Link to his powerpoint presentation](#). The final day of programming focused on the state and federal legislative landscape, looking ahead to 2022.

### December Policy Committee Meeting Report

As part of its work at the December meeting, the Policy Committee reviewed updates including on the ECE Coalition, Infant and Early Childhood Mental Health, Medi-Cal continuous eligibility, and CalWORKS home visiting. The group also discussed the draft 2022 Policy Priorities document.



## Federal Update

### Build Back Better

On November 19<sup>th</sup> the House passed the \$1.75 trillion bill aligned to the [Biden Administration Build Back Better](#) economic proposal, which includes [substantial investments in families with young children](#), including expanded child tax credit, paid family and medical leave, child nutrition, housing, health, and child care and preschool. The bill has moved to the Senate. Senate Majority Leader Chuck Schumer has noted a plan to bring the bill, which is expected to change in the Senate, to the Senate floor [as soon as the week of December 13<sup>th</sup>](#).

### Federal Budget

The federal government passed a short term spending bill December 2<sup>nd</sup> with the goal of avoiding a shutdown of the federal government. This continuing resolution is the second the federal government has passed in the current year and will support operations of the federal government through February 18, 2022.

### Federal Engagement

On October 22<sup>nd</sup>, First 5 Alameda sent [a letter to the office of Madam Speaker Pelosi](#) regarding the importance of continued support for the \$35 billion in child nutrition investments in school meals and Summer EBT that are critical for California and our community.

On October 25<sup>th</sup>, First 5 Alameda signed onto [a letter authored by Build Up California](#) urging Congress to invest at least \$15 billion for child care infrastructure grants as part of the Build Back Better bill. This funding will support low-income and BIPOC communities to mitigate pandemic conditions, address learning loss, support the workforce, and create jobs by providing safe and resilient center-based and home-based programs where children and families thrive.



## State Update

California continues to implement the [2021-22 state budget](#). Particularly, First 5 Alameda continues to track system readiness to implement expanded subsidized child care slots and increased reimbursement rates for subsidized child care. Estimates suggest that, based on population, Alameda County could see nearly 4,000 more subsidized slots based on the 2021-22 adopted budget. Meanwhile, estimates suggest that the new reimbursement rates could bring an increase of over \$20 million countywide to subsidized child care providers just for the slots for children age 0-5 currently in the system (estimates based on assumption of full day care rates).

Key implementation areas that First 5 Alameda staff are tracking from the 2021-22 state budget include:

- Paid family leave wage replacement extension to the end of 2022
- Golden State Stimulus 2.0
- CalWORKs grant increases and expansion in the CalWORKs Housing Support Program
- Universal Basic Income pilot programs
- Implementation of CalAIM
- The Children and Youth Behavioral Health Initiative
- Continuous Medi-Cal Eligibility for 12 months postpartum
- Health Equity supports adding doula and community health workers as Medi-Cal covered benefits
- Special Education and Early Intervention supports for young children at the Regional Centers
- Early Learning investments including increased reimbursement rates, slots for subsidized care, and facilities as well as supports to providers navigating challenges during the pandemic
- Implementation of Universal Transitional Kindergarten by 2025-26

## Projected State Budget Surplus

A [November report](#) from the Legislative Analyst's Office suggests that despite the ongoing global pandemic and its disparate health and economic impacts on Californians, revenues are growing at historic rates. The report estimates that the state will have a \$31 billion surplus to allocate in 2022-23. The report also estimates that the state operating budget is experiencing a surplus ranging from \$3 billion to \$8 billion over the multiyear period, suggesting capacity for new ongoing commitments.



**To:** First 5 Alameda County Commission  
**From:** Kristin Spanos, Chief Executive Officer  
**Date:** December 16, 2021  
**Subject:** 2021 First 5 Alameda Annual Report

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**ACTION REQUESTED**

This is an informational item only.

**BACKGROUND**

First 5 Alameda County is pleased to share our 2021 Annual Report with the Commission. This year's report is in a web-based format, with video interviews and highlights of our accomplishments and partnerships in 2021. The report is dedicated in memory of Supervisor Chan and stands as testament to our ongoing commitment to her vision to "make sure that every child, and every family in Alameda County has the fair chance that they need to be successful, and to thrive".

**FISCAL IMPACT:** No fiscal impact.

**RECOMMENDATION:** That Commissioners share the Annual Report with their colleagues and networks as an illustration of the work of First 5 Alameda County.

Submitted by:

Reviewed by:

DocuSigned by:  
*Lisa Forti*  
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DocuSigned by:  
*Kristin Spanos*  
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Lisa Forti  
Director of Policy, Planning and Evaluation

Kristin Spanos  
Chief Executive Officer





## POLICY AGENDA TO ADVANCE EQUITY 2022

**First 5 Alameda County is committed to advocating for and achieving equity by focusing on racial and economic justice to ensure that all children in Alameda County are born healthy and community and family conditions exist that support well-being and growth.**

Through our policy agenda we seek to evolve an equitable local early childhood system, and support community led efforts to do so. This “whole community, whole family, whole child” policy approach embraces growing recognition that children and families are best supported holistically, and that the work of First 5, through the administration of Prop. 10 funding, is to contribute to creating the conditions through programming, investment, and relationships for families to thrive.

Our approach identifies that the structural economic issues of wealth, jobs, wages, and the needed service supports for families to engage in the labor market (e.g., child care, housing, financial resources, health, and transportation) are inextricably linked to child development. Further still, due to systemic racism, communities of color have been disproportionately impacted by exploitative labor and financial practices and public policies that were adopted with the intent of doing harm and have not supported access to quality family supportive services. Decades of outcome data, numerous local and national evaluations, family surveys, and focus groups have repeatedly revealed that access to safe, reliable infrastructure, financial stability, and programming reduces parental stress and provides the conditions that ensure children are ready for kindergarten.

### SPOTLIGHTS FOR ACTION

Read about First 5 Alameda County's position on the following issues and the actions we plan to take in 2022 to advance equity in Alameda County.

 **Economic Supports**

 **Systems That Work for Families**

 **Mental Health & Well-Being**

 **Early Care & Education**

 **Place-Based Focus**

 **Birth Equity & Reproductive Justice**

 **Parent & Community Leadership**

 **Data for Action**

## **Economic Supports**

Policies and programs should increase economic supports and assets for families.

### ▶ **Economic Supports:**

Promote policies that advance economic justice, living wages jobs, apprenticeships, and the use of public resources to support access to secondary and technical education. Support programs such as Universal Basic Income, an improved public safety net, work supports, and asset building, including college savings, that promote the health and well-being of families with young children.

### ▶ **Housing:**

Partner with community organizations and county agencies and support programs to center unhoused pregnant people and families. Support policies that increase the supply and access of affordable housing options for families.

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## **Systems That Work for Families**

Now is the time to imagine, co-create, and build an early childhood system of care that centers the needs of families with an equity lens.

### ▶ **Care Coordination & Family Navigation:**

Scale and sustain cohesive systems for families, such as care management through Help Me Grow and pediatric practices, Project DULCE, and Family Resource Centers, that create equitable access to services that mitigate childhood adversity and are available in families' language and in their community. This includes physical, behavioral, and dental health, and social determinants like housing and food.

### ▶ **CalAIM/Medi-Cal Reform for Kids:**

Advocate for successful implementation of CalAIM to ensure that communities have coordinated access to a range of services that support the social determinants of health like housing and food, and that promoters are deployed as valued and effective members of the workforce.

### ▶ **Statewide System Reform:**

Engage in administrative advocacy to support an equity centered approach to the implementation of changes passed in the California 2021-22 state budget that include doula services as a Medi-Cal benefit, child care slots, rate increase, and funding for community-based mental health services for children and families.

### ▶ **COVID - 19 Supports:**

Mitigate harm caused by the COVID-19 crisis by advocating for economic supports, school readiness programs, and mental and behavioral health services for children and families.



## ♥ **Mental Health & Well-Being**

The mental health needs of children, families, and communities are met with culturally and linguistically accessible services.

### ▶ **Child & Family Wellness:**

Support family wellness by increasing access to mental health and community supports through playgroups, library story times, community resources, Help Me Grow, and in early care and education settings.

### ▶ **Medi-Cal:**

Inform community and systems partnerships to increase access to appropriate community-centered mental health and prevention services.

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## 📖 **Early Care & Education**

Resources and infrastructure are critical for early care and education.

### ▶ **Access & Quality:**

Increase access to quality early care and education that builds on each child's unique individual and family strengths, cultural background, language(s), abilities, and experiences. Strengthen learning and care opportunities for infants and toddlers and expand the infrastructure of care.

### ▶ **Early Childhood Apprenticeship:**

Leverage early childhood workforce apprenticeship funding in the state's 2021-22 budget to expand Alameda County's model for CalWORKs participants and other parents and caregivers with an equity lens, co-funded in partnership with Tipping Point and Alameda County Social Services.

### ▶ **Workforce:**

Support policies and practices that strengthen the diverse early care and education workforce through livable wages, safe workplaces, access to professional development, and health and well-being.

### ▶ **Measure C:**

Partner to prepare the ECE system for broad investment through Alameda County Measure C Children's Health and Child Care Initiative. As named administrator of the child care portion of the ordinance, First 5 will oversee 80% of the total revenue.

► **Mixed-Delivery System:**

Explore and advance supports with and for family, friend, and neighbor (FFN) and family child care (FCC) providers.

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📍 **Place-Based Focus**

Thriving neighborhoods are essential for families and children.

► **Equitable Family-Centered Investments & Infrastructure:**

Leverage local, state, and federal funding opportunities by advocating for investments that support the needs of families with young children, early childhood educators, and community using a neighborhood approach.

► **Neighborhoods Ready for School:**

Partner with Neighborhoods Ready for School grantees, community partners, and local government to support family navigation, affordable housing, access to safe parks and green spaces, improvement in conditions of built environment and public infrastructure, transportation access, and community-based health and mental health services.

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😊 **Birth Equity & Reproductive Justice**

Birth Equity and reproductive justice are key health and economic issues for children 0-5.

► **Local Implementation:**

Partner locally to support the implementation of new state and federal policies that aim to advance birth equity and reproductive justice, including access to postpartum care, full spectrum doula supports, continuous Medi-Cal eligibility for children 0-5, collection and analysis of data related to birth disparities and related research.

► **Advocacy:**

Engage state and federal agencies and elected officials about the important role of birth equity to advance racial and economic justice.



## **Parent & Community Leadership**

Policies are most effective when developed with family and community lived experience, leadership, and voice.

### ► **Community Voice:**

Support community leadership and use systems change to proactively center families with an equity lens. Advocate for programs and policies that respect the lived experiences of Black, Indigenous, people of color; families with low incomes; refugees; undocumented families; and unhoused families.

### ► **Father Engagement:**

Promote the adoption and integration of the Father-Friendly Principles and father-specific services across community programs and public systems.

### ► **Parent & Caregiver Leadership:**

Include parent and community voice in program design and funding allocations, research, evaluation, and data. Provide resources for providers and community partners to support parent and caregiver leadership and engagement.

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## **Data for Action**

Families and community are conveners, storytellers, and owners of the data in the work to advance data-driven decision-making.

### ► **Alameda County Kindergarten Readiness Study:**

Use findings from this community-informed research study to advocate for policies that strengthen the readiness of families, communities, and schools to prepare all children for kindergarten and later success.

### ► **Research into Action:**

Invest in and use research and evaluation findings, such as of Help a Mother Out's diaper bank, Neighborhoods Ready for School grants, and Kindergarten Assessment, to advocate for resources for families, communities, and broader systems change in service to equity and economic security.



# Child and Family Data for Action

First 5 Alameda County is committed to advocating for and achieving equity, with a focus on racial and economic justice, to ensure that all children in Alameda County are born healthy and can achieve their full potential. Given the triple pandemics of COVID-19, racism, and poverty, we have a unique opportunity to remedy historic, structural racism with investments that recognize and correct injustice and exploitation of low-income people and Black, Indigenous, and People of Color.

## ALAMEDA COUNTY FAMILY DEMOGRAPHICS

**1,656,591**

Total population (2021)<sup>1</sup>:

**18,197**

Babies born (2019)<sup>2</sup>:

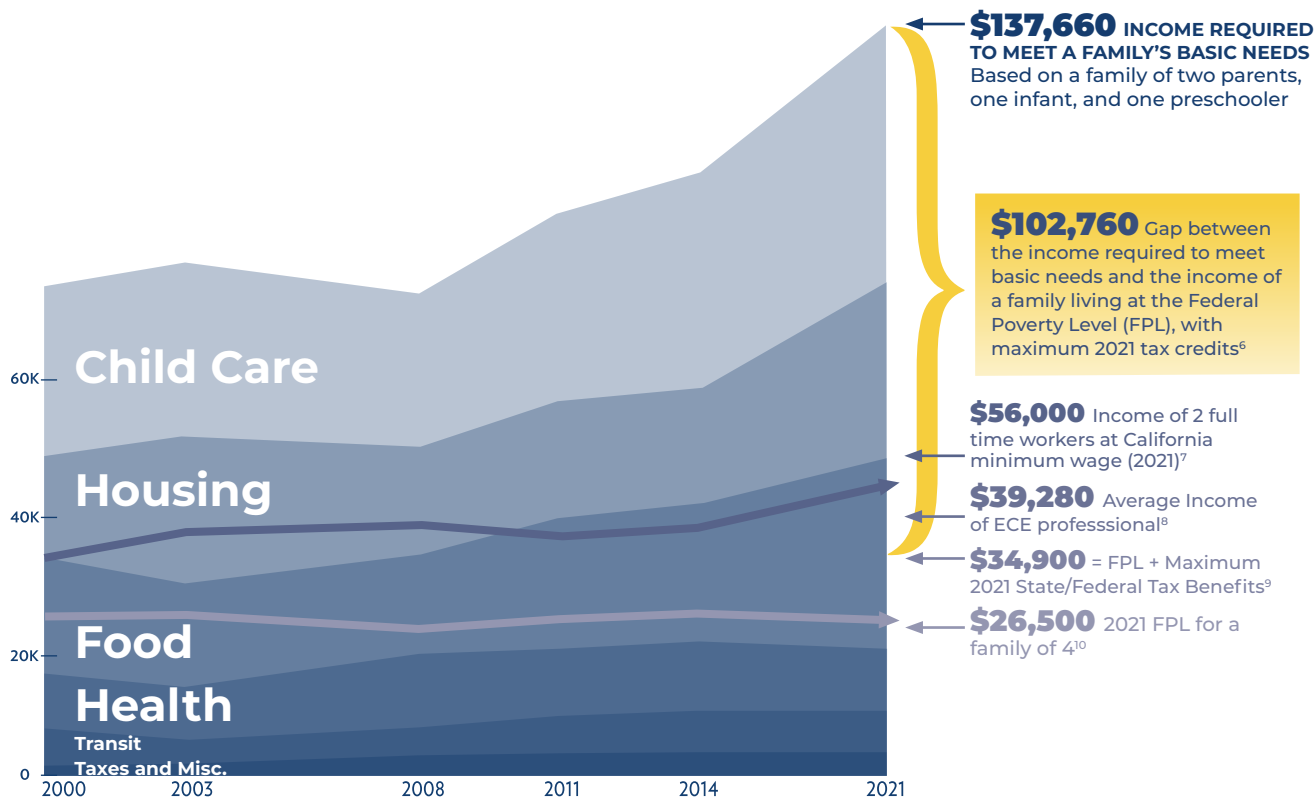
**113,701**

Children under age 6 (2021)<sup>3</sup>:  
6.8% of the total population

**~71,000**

Households with children under age 6 (2019)<sup>4</sup>:

## FINANCIAL REALITIES FOR FAMILIES IN ALAMEDA COUNTY<sup>5</sup>



**1/3 of a family's income is going towards child care** based on a family of two parents, one infant, and one preschooler.<sup>5</sup>

## IN ALAMEDA COUNTY...

Approximately  
**1 in 10**  
children under 6 lives below the Federal Poverty Level (2019)<sup>11</sup>

**59%**  
of family child care providers reported earning less than \$15 per hour<sup>8</sup>

**+68%**  
increase in child care cost 2014 - 2021<sup>12</sup>

**34%**  
increase in median family income 2000-2019<sup>13</sup>

**50%**  
of renters pay more than 1/3 of their income for rent<sup>14</sup>

# Addressing Racial Disparities and Family Economic Security

We center equity in our research, advocacy, and policy to create conditions and systems where children can reach their full potential. Alameda is a wealthy county, but high in racial disparity.

**Alameda ranks as the 4th most racially disparate county in California.<sup>15</sup>**

**1st**

most racially disparate county for food security

**2nd**

most racially disparate county for access to early childhood education

**4th**

most racially disparate county for preventable hospitalizations

**4th**

most racially disparate county for utilization of subprime mortgage loans by homeowners

**Black households take home roughly 1/3 the income of white households after rent.<sup>15</sup>**

## Child Poverty 0-5 & COVID-19 Rates<sup>16, 17</sup>

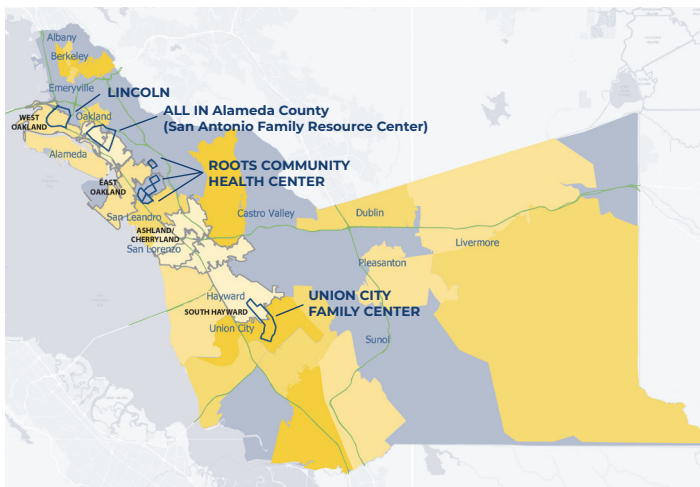


### Legend

- Areas of High Child Poverty (0-5) & High COVID-19
- First 5 Neighborhoods Ready for School Grantee Service Areas
- Alameda County COVID-19 Priority Neighborhoods
- Alameda County
- Freeways

**We find that differences in kindergarten readiness are largely attributable to inequities in access to resources.** The greatest moveable factor continues to be child health and well-being, which is tied to socioeconomic, housing stability, and stress among parents/caregivers.<sup>18</sup>

## Kindergarten Readiness<sup>18</sup>



To learn more about how kindergarten readiness is assessed, view the

### Legend

- Kindergarten Readiness Zip Codes
- Lowest 25%
  - 25% to 50%
  - 50% to 75%
  - 75% to 100%
- Neighborhoods Ready for School Service Areas
  - Alameda County COVID-19 Priority Neighborhoods
  - Alameda County
  - Freeways

\*Zip codes with fewer than 5 participants are not shown.  
\*\*Readiness scores represent individuals living in the zip code and do not represent the overall readiness of children in that zip code.

# The Social Safety Net for Families in Alameda County

First 5 advocates for policies that advance economic justice, and supports strategies such as Universal Basic Income, an improved public safety net, living wage jobs, education and apprenticeship programs, work supports, and savings and wealth-building that promote the health and well-being of families with young children.

## Families with Children Accessing Health and Economic Supports

Children 0-6 Enrolled in Public Benefits in Alameda County 2021<sup>19</sup>

**+** **Medi-Cal 32,008**  
(28% of total children 0-6)

- **Nationally, only 2%–3% of all children receive public early intervention services by age 3 years**, compared with approximately 15% who are estimated to have a developmental disability during childhood.<sup>20</sup>
- Among currently eligible kids in the 1 to 4 age range nationally, **WIC enrollments are just 42%**.<sup>21</sup>

**🍏 CalFresh 12,182**  
(11% of total children 0-6)

- In Alameda County, an estimated **9.9% of children live in a household that has experienced food insecurity** in the past year.<sup>22</sup>
- Amid the COVID-19 pandemic, **the Alameda County Community Food Bank increased food distribution by 51%**.<sup>23</sup>

## Helping Families Navigate the Challenges of the Covid-19 Pandemic

With families facing historic levels of job loss, child care and school closures, health care challenges, and food and housing insecurity, the COVID-19 pandemic has only exacerbated persistent health and economic inequities. These challenges pose a particular threat with long-term implications for the health and well-being of children under age five, especially children of color.

### Diaper Need

**Without a supply of clean diapers, families cannot leave their children with child care providers and cannot go to work.** Diaper need is a predictor of postpartum depression in mothers and can make it difficult for mothers and babies to form an attachment.<sup>24</sup>

**It costs approximately \$18 a week to diaper one child, and \$1,872 per year to diaper two.**<sup>25</sup> For a parent earning the federal minimum wage, **diapering two children accounts for about 12% of their annual gross income.**<sup>26</sup>

**1 in 3 families struggled to afford** diapers prior to the pandemic.<sup>27</sup>

**California provides \$30 a month** for families receiving CalWORKs to purchase diapers.<sup>28</sup>

First 5 funded an evaluation of the diaper distribution efforts of Help a Mother Out (HAMO) in Alameda County. The evaluation of HAMO's work demonstrated success to make the case for expanded public investment.

**Families who received diapers, a form of income support, reported being healthier and happier.**<sup>25</sup>

**97%**

say their child is healthier

**98%**

say their family feels less stressed

**95%**

have more money in the budget for food

**99%**

say they are a happier caregiver



## Support for Access to Essential Supplies

Through our established [Community Resilience Fund](#), First 5 launched a massive relief effort, based on an equity framework, that prioritizes investment in people and places disproportionately impacted by the COVID-19 pandemic due to structural race and class bigotries.

### Essential Supplies Distributed by First 5 and Partners

**4,398,760+**  
diapers

**51,764+**  
bottles of hand sanitizer

**17,589+**  
books

**102,965+**  
packs of baby wipes

**881,947+**  
masks

**22,549+**  
coloring books and crayons

**462,400+**  
gloves

**51,472+**  
feminine hygiene products

**1,044**  
air purifiers for 522 family  
child care providers

## The COVID-19 Pandemic's Effects on Early Care and Education

### For Children and Families

Our flagship research on kindergarten readiness in Alameda County consistently shows the importance of early care and education (ECE) participation for children's kindergarten readiness.<sup>18</sup> **High quality, affordable child care is critical for healthy child development, families' ability to thrive, and the county's successful economic recovery from COVID-19.**

Between March 2020 and January 2021 an estimated **153 (7%) of licensed child care facilities permanently closed.**<sup>29</sup>

### For Child Care Providers

We estimate that **the Alameda County ECE field lost \$395 million in FY2020-21 alone** (\$220 million without taking the increased cost of providing care into consideration) and continues to experience losses in the current fiscal year.<sup>30</sup>

### Inadequate Reimbursement Rates for Providers

The **state has increased reimbursement rates**, which could bring an increase of over \$20 million countywide to subsidized child care programs for children birth-5. Yet the **new rates are still far below the true cost of care.**<sup>31</sup>

**96%**  
of Alameda County  
ECE educators  
identify as women<sup>8</sup>

**79%**  
of Alameda County  
ECE educators  
identify as women  
of color<sup>8</sup>

**87%**  
of ECE educators are  
considered very low  
income for Alameda  
County<sup>8</sup>

**20%**  
of providers at child  
care centers reported  
earning less than \$15  
per hour<sup>8</sup>

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# PROGRAM DATA (FY 2020-2021)

These numbers represent First 5' Alameda County's program investments. We served a total of 23,968 children under six years old in the county. It is estimated that Alameda County has 113,700 children under the age of 6, with 11% living in poverty.

## PLACE

### 🏠 Neighborhoods Ready for School

Neighborhoods Ready for School supports community-led investment to promote children's school readiness and ensure families have what they need for children to be safe, healthy, and ready to learn.

- ▶ Leveraging pre-pandemic investments and partnerships, Neighborhoods Ready for School grantees became support hubs to connect families with resources.
- ▶ Partnered with Help a Mother Out and Supplybank.org to distribute 4M+ diapers. Funded an evaluation for use in policy advocacy.

**4,061**  
Children under 6 years old

**4,321**  
Parents & Other Caregivers

**142**  
Providers

## PEOPLE

### 💰 Covid-19 Community Resilience Fund

Provide resources in partnership with public agencies, philanthropy, community leaders, and families in support of a countywide response to COVID-19.

- ▶ Distributed 17.8M+ individual items from 46 categories of supplies including 12K+ early learning kits, ~900K masks, 3,840 LCD tablets, and 12,000 thermometers.
- ▶ Administrated \$4M in CARES Act funding for grants and air purifiers to family child care providers.

**5,777**  
Children under 6 years old

**3,333**  
Parents & Other Caregivers

**868**  
Providers

## **Fatherhood**

Incorporate Father Friendly Principles into all programs and First 5's policy platform. Collaborate with public systems to improve the experiences and representation of men and fathers.

**300**  
Providers

- ▶ Hosted monthly "Dad-scussions," a virtual series for fathers.

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## **Parent Engagement**

Provide a continuum of parent engagement and supports in line with Strengthening Families Protective factors and inclusive of parent leadership. This includes outreach and support of Alameda County Public Health Department's home visiting programs and referrals to other programs and services for families.

**1,153**  
Children under  
6 years old

- ▶ Continued support of an ECE apprenticeship pilot blending CalWORKs, Prop 10 and philanthropic funding. 18/18 graduated and 17 were placed in jobs.

**2,157**  
Parents & Other  
Caregivers

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## **Training Strategies at First 5 Alameda County**

Continue to serve as a "go to" staff training resource for community partners for topics relevant to supporting families with children ages 0-5. Develop trainings that complement First 5's priorities.

**1,478**  
Providers

- ▶ Trained professionals from 446 agencies on topics such as housing and economic rights, early education, and mental health.
- ▶ Moved to online trainings, posting 56 trainings to First 5's YouTube channel garnering 11,000+ views.



# POLICY

## Early ID

Evolve the local early childhood system, by expanding service navigation out of pediatrics to ensure all Medi-Cal insured children and families receive the care management support needed to connect them to medically necessary services and social determinant of health resources, e.g. food, housing. Increase parent and provider knowledge of child development.

▶ Help Me Grow served 5,878 children and their families, providing them with developmental screening, health and parenting education, resource information, family navigation, and/or peer support.

▶ 729 child-serving providers received support regarding care access, trained and received resources to screen children for adverse childhood experiences, and/or received assistance in navigating children to services.

▶ Partnered with Alameda Alliance for Health, a Medi-Cal Managed Care plan, for outreach to 1,298+ families to ensure access and utilization of pediatric care and immunizations.

**5,878**

Children under  
6 years old

**5,788**

Parents & Other  
Caregivers

**729**

Providers

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## Quality Early Care & Education

Build the capacity of providers and child care sites through rating, coaching, and professional development to increase the quality of early childhood education programs.

▶ 1,024 literacy kits were distributed to Family, Friend, and Neighbor providers to accompany virtual story times in partnership with 13 library branches.

▶ 876 ECE professionals received either professional development, on-site assistance, or coaching.

**7,099**

Children under  
6 years old

**821**

Parents & Other  
Caregivers

**2,659**

Providers

*\*Note: Client served counts reflect an unduplicated number of clients served across First 5 programs and contracts. It is estimated that 15% duplication of clients remains between strategies.*