



Cradle to Career Operations Team Meeting Minutes

September 24, 2020

8:30 a.m. – 10:00 a.m.

Virtual Meeting: Join Zoom Webinar

<https://zoom.us/j/92799257140?pwd=RHhEK3oyNjhRdFBKUDV2aGVWNytGQT09>

Telephone: 1 669 900 6833

Passcode: 363446 Webinar ID: 927 9925 7140

Members Present:

Chair, Karin Demarest - Community Foundation Sonoma County
Dan Blake - Sonoma County Office of Education
Lisa Carreño - United Way of the Wine Country
Katrin Ciaffa - 10,000 Degrees
Angie Dillon-Shore - First 5 Sonoma County
Susan Gilmore - North Bay Children's Center
Kathy Goodacre - Career Technical Education Foundation
Erin Hawkins - Hanna Institute
Troy Niday - Sonoma Media Investments
Kellie Noe - Sonoma County Human Services Department
Lori Rhodes - Sonoma State University
Ananda Sweet - Santa Rosa Metro Chamber of Commerce
Maleese Warner - Santa Rosa Junior College
Lisa Wittke Schaffner - John Jordan Foundation

Member Absent:

Jason Carter - City of Santa Rosa
Jeremy Decker - Cloverdale Unified School District
Anna Guzman - Santa Rosa City Schools
Lupe Navarro - Latino Service Providers
Jason Weiss - Boys & Girls Clubs of Central Sonoma County

1. Welcome and Check-in

Karin Demarest called the meeting to order at 8:32 a.m., went over the agenda and a round of introductions was conducted.

Action Item: Approve Agenda

Lisa Wittke Schaffner moved to approve the agenda and Susan Gilmore seconded.

Aye: Dan Blake, Lisa Carreño, Katrin Ciaffa, Karin Demarest, Angie Dillon-Shore, Susan Gilmore, Kathy Goodacre, Erin Hawkins, Troy Niday, Kellie Noe, Lori Rhodes, Ananda Sweet, Maleese Warner, Lisa Wittke Schaffner. Absent: Jason Carter, Jeremy Decker, Anna Guzman, Lupe Navarro, Jason Weiss.

Action Item: Approve August Meeting Minutes

Maleese Warner moved to approve the August meeting minutes and it was seconded by Dan Blake.

Aye: Dan Blake, Lisa Carreño, Katrin Ciaffa, Karin Demarest, Angie Dillon-Shore, Susan Gilmore, Kathy Goodacre, Erin Hawkins, Troy Niday, Kellie Noe, Lori Rhodes, Ananda Sweet, Maleese Warner, Lisa Wittke Schaffner. Absent: Jason Carter, Jeremy Decker, Anna Guzman, Lupe Navarro, Jason Weiss.

2. Insights from Operations Team Brainstorm

Karin Demarest revisited the Jamboard activity that Cradle to Career participated in during the last meeting. Powerful insights were shared. Cross-cutting themes included: equity in equity, access to childcare/education/digital divide, trauma-informed approaches. Barriers included: politics, funding, fatigue, overwhelm, inequities related to digital divide. These highlighted the need to restructure the Cradle to Career work groups to reflect this shift in thinking. During the next Cradle to Career meeting, the Cradle to Career Advisory Team will bring forward a new workgroup structure.

3. Coaching with Dr. Curtis Acosta & Carlos Hagedorn – Exploring Equity within Cradle to Career

Dr. Curtis Acosta and Carlos Hagedorn explored the following questions around equity within Cradle to Career:

- How do we create a culture that encourages authentic diversity within Cradle to Career, while avoiding tokenism? What specific changes can we make within Cradle to Career to become more equitable? What are some examples of coalitions that you have seen exemplify the values of equity, diversity and belonging?
- Given the current climate of politicizing discussions of anti-racism, how can we continue to move this work forward in way that unites us rather than divides us? What resources (trainings, conferences, books, etc.) would you recommend for Cradle to Career members that want to expand their learning around anti-racism?

Discussion included:

- Avoiding tokenism - How are we authentically cultivating our youth to become the next leaders?
- Black Lives Matter: Our nation lacks political clarity. It's historic (500 yrs+)
- Practice of developing political clarity
- Getting political clarity is a process in a country that does not encourage us to be adults in our democracy. To be critical thinkers, engage in discourse and dialogue with one another.
- Face the fear within your group and have the courage to talk. Try to love outside yourself. The fear of us not being able to have these conversations with our neighbors because we know they don't see our world in the same way.
- How are we vulnerable and courageous? The system needs to be changed. Loss of power.
- We get guidance from our elders – that's teaching. Teachers should make you think. They should leave you thinking and a desire to learn more.
- Power is hard to give up in a place when power does bad things to people.
- How do we actionize this? How do we move things forward? Personal work; Institutional work; Collaborative/Community work.
- How do you create authentic community spaces?
- Opportunity to act as mentors.
- How do we make sure that work is being leveraged as much as possible through the platform that we have?
- There is a lot of opportunity in our home institutions - hiring, recruiting, mentoring, succession planning, promotions – and how to do that from such a white dominant perspective. Potential for impact. Mentorship that can happen within the next 5-10 years.

4. Announcements & Updates

This agenda item was skipped due to lack of time.

5. Conclusion and Check-out

Public Comment: There was no public comment.

Adjourn: Karin Demarest thanked everyone for their participation and adjourned the meeting at 10:00 a.m.