



PLANNING AND OVERSIGHT COMMITTEE (POC)

WEDNESDAY, FEBRUARY 7, 2024

IN PERSON

Please see agenda to participate in this meeting.



**City of Oakland Planning and Oversight Committee
(POC)
February 7, 2024 | 6:00pm-9:00pm
IN-PERSON**

PUBLIC PARTICIPATION:

The public may observe and/or participate in this meeting, in person at 1 Frank H. Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

For your safety, we strongly recommend you wear a mask.

OBSERVE:

To observe the meeting by video conference, please click on this link:

<https://us06web.zoom.us/j/82311405823> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at:

<https://support.zoom.us/hc/en-us/articles/201362193-joining-a-Meeting>

PUBLIC COMMENT:

Join us in person, 1 Frank H. Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

All public comments must be made In-Person.

In-Person comments from members of the public must submit a separate speaker card for each item on the agenda to the commission clerk before the item is called.

Email Written Comments to OFCY@oaklandca.gov.

Written Comments Must Be Submitted At Least 24 Hours Prior To The Meeting Time to be Delivered to the Commissioners.

If you have any questions, please email Robin Love at rlove@oaklandca.gov.



City of Oakland Planning and Oversight Committee (POC)

City of Oakland | Human Services Department
150 Frank H. Ogawa Plaza, Suite 4216 | Oakland, CA 94612 (510) 238-3088

February 7, 2024 | 6:00pm-9:00pm
IN-PERSON

*Issues that the public wishes to address that **are not** published on the agenda will be heard during the Public Forum section. You will have 2-minutes to comment on the item.*

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of Agenda
4. APPROVAL OF MINUTES NOTE:
 - January 17, 2024
5. PUBLIC FORUM (*Limit to 2 minutes*)
6. POC DISCUSSION (**ACTION**) (*OFCY Staff*)
 - I. OFCY IMPLEMENTATION DISCUSSION – POC WORKGROUP PLANNING
 - II. OYC ANNUAL BUDGET ALLOCATION – FY 23-24; FY 24-25
7. Administrative Items & Announcements
 - I. PROPOSED AGENDA ITEMS
8. Closing Remarks & Adjourn



ACTION ITEMS ARE SPECIFIED ON THE AGENDA.
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RECORDING MEETING NOTES JANUARY 17, 2024

Prepared by Annie Hines, OFCY Program Analyst

- Timestamp: 6:02 PM - Pecolia calls meeting to order with quorum and reviews agenda: Bright Research Group approval for strategic plan, DRE presentation, and admin.
 - December meeting was informal, minutes do not require approval
 - January 3, 2024, meeting cancelled.
- Timestamp 6:04 PM – Pecolia begins roll call. Attendance is as follows:
 - Pecolia Manigo – D4, Adult, Present
 - Anoki Mehta – D4, Youth, Present
 - Hassan Ahmed – Absent
 - Jessica Arlene – (late – timestamp arrival) D1, Adult, Present
 - Meg Evans – At Large, Adult, Present
 - Jorge Velasco – D5, Adult, Present
 - Jasmene Miranda – D3, Adult, Present
 - Selina Xue – D, Youth, Present
 - Quorum established at 6:05
- Timestamp 6:05 – Pecolia calls for motion to adopt agenda. Meg Evans motions, seconded by Jorge Velasco. All Ayes, no nays.
 - Agenda Item 4 (Approval of Minutes Note) is discussed and dismissed as there were no minutes due to the meetings cancellation.
 - Pecolia highlights the speaker cards for guests and reminds the meeting is public. Guests can discuss anything on the agenda or topics related to the committee. No members of the public move to speak.
- Timestamp 6:07 – Pecolia recognizes Robin Love to speak on the BRG proposal to seek approval on the Strategic Planning bid.
 - Robin introduces herself and Annie Hines and offers background on BRG proposal. BRG was the best and most qualified respondent to the October 2022 RFP and have worked on past projects for OFCY, including the most recent Community Needs Assessment and past Strategic Plans. BRG would be responsible for the implementation of the CAN, grantee engagement, and the strategic plan. Additionally, BRG will provide consultation and technical assistance on various program aspects and collaborate with the POC. The request from BRG, that staff is recommending for approval, is that the POC approves the



requested Professional Services Agreement costing \$350,000. Robin provides an overview of information presented in the Agenda packet, including the phases presented of their work

- Funding comes from Admin Funding from OFCY's overall budget
 - Goal is to begin in February 2024
 - Work will be supported by the Youth Research Institute and Youth participatory Action Research project by young people
 - All research will be facilitated and led by youth, fostered by YRI
 - Noted the connection between the Strategic Planning process and Race & Equity work.
- Timestamp 6:12 PM – Pecolia opens proposal to discussion.
 - JV asks question about scheduling and timing – since the intended start date is 2/1/2024, does BRG have a secondary timeline to start?
 - Robin: Notes that we are about 10 months behind, but Grantee engagement can begin soon. OFCY/BRG's goal is to complete the CNA by Fall (September or October). BRG and YRI will have access to existing OFCY data. RL also highlights that the goal is to use tools other than surveys and engage with grantees and the public in diverse ways. While the charter requires certain things, it is not necessarily specific, and there is a precedent for timing set.
 - JV seeks further clarification on Project management, including monthly check ins with OFCY and POC presentations.
 - Robin: Clarifies that BRG will be collaborating directly with CYS Manager (RL), meeting with grantees (anticipated in April/May), engage youth, and engage the POC.
 - ME asks if BRG was also selected for DVPs strategic planning processes and whether that will impact the overall process.
 - Robin: The RFP was presented jointly between Human Services and Department of Violence Prevention (DVP was formerly a part of HSD), and while the departments will collaborate and coordinate overall, the OFCY Strategic Planning process with BRG is its own.
 - Timestamp 6:18 – Pecolia asks for additional questions or concerns.
 - JV: Voices curiosity about BRG's engagement within D5 (his district), and voiced interest in participating in strategic engagement within his district.
 - Robin reminds the POC that we will be relying on them to participate in and lead this process to complete this. Robin also states that the Grantee programs will be invited to participate in the process during the convening on 1/19/2024.
 - PM asks to clarify if BRG will also be supporting the evaluation process for FYs 21-22 and 22-23. RL invites POC to participate in that selection process, but the last effort identified 3-4 respondents who need to be interviewed. Evaluations were impacted by OFCY's staffing turnover, vacancies, and start dates (RL joined CYS/City of Oakland in March 2023), contributing to the 10-month delay.
 - PM highlights that the strategic plan will require a lot of POC involvement and suggests, despite the POCs small size, working groups or subcommittees as a concern. During the previous Strategic Plan, there was a subcommittee.
 - AKH asks if the POC involvement in strategic plan occurs outside of the POC meetings or is limited to actions within those meetings. PM states that it is



up to the POC subcommittee, but helpful the overall process and decision making.

- Timestamp 6:28 – Sidetrack conversation about meeting distribution. OFCY's POC has reserved meeting space on the first and third Wednesday of each month, and the schedule is dictated within the charter. At this point, PM and RL believe that there is enough work for both meetings (and both should be kept), but that this conversation can be revisited in the future. RL highlights that this process should build on past work and refine, as opposed to starting from scratch.
 - ME suggests that the first meeting (first Wednesday) be a formal meeting and the second meeting be less formal. There is a brief discussion as to whether or not changes to our schedule would require an update to the POC bylaws.
 - RL foreshadows upcoming February meeting to approve YPAR proposal, which will require youth participants to recuse from votes, as they will be participants in the YPAR project. Brief discussion on additional upcoming scheduling occurs. PM puts "pin" in discussion until a little in the future and highlights that the last iteration of this process took more effort and time than anticipated. RL also offered to assess the charter to determine if there if flexibility in the public engagement timeline.
- Timestamp 6:42: PM asks RL about Grantee convening, specifically if they will provide feedback on the timeline. RL states that this convening will be focused on ReCAST training, contract updates, and Cityspan data management.
- Timestamp 6:44 PM: PM summarizes discussion (timeline of BRG process, collaboration expectations, cost) and notes follow ups (YPAR and Program Evaluation), as well as a Saturday working retreat.
- Timestamp 6:46 PM: discussion of the gradients of agreement.
- Timestamp 6:49 PM: PM Calls for a motion. ME motions to approve BRG partnership. JM seconds. Motion passes with all present members voting Aye.
- Timestamp 6:51: RL introduces representatives of DRE to present on the City of Oakland's Race and Equity work.
 - Amy Ferguson Yep introduces herself
 - Director Flynn introduces herself and begins her presentation.
 - 7:46 PM: PM recommends that OFCY looks at after-school programming data for Black and Brown students to ensure program efficacy.
 - 7:49 PM: discussion of school suspension data
 - 7:51 PM: discussion of housing issues impacting youth
 - 7:53 PM: PM asks "Of the percentage of students who are absent, who is touching/reaching out to them? And who is not being touched/reached out to?" (Remarks end 7:58 PM)
 - Presentation ends 8:13 PM
- Timestamp 8:14 PM: PM moves to admin announcements. RL states the admin announcements were given earlier in the meeting.
- Meeting adjourns at 8:14 PM.

Members of public in attendance:

- | | |
|---------------------|-----------------|
| • Gabriel Garcia | • Ken Berrick |
| • Nina Jongerius | • Tania Stewart |
| • Kristine Pederson | |



MEMORANDUM

To: OFCY Planning and Oversight Committee (POC)
From: Robin Love, Children & Youth Services Division, Human Services Dept. Manager
Date: February 2, 2024
Re: OYC Annual Budget Allocation FY 23-24; FY 24-25

Summary

OFCY staff recommends an annual allocation to the OYC to support the implementation of activities and stipends for Oakland Youth Commissioners for fiscal years 23-24 and 24-25.

The Oakland Youth Commission (OYC) empowers youth to enter the public arena and tackle important issues related to youth. Formed in 1985, OYC develops young leaders in Oakland to engage with city affairs and advise City Council and the Mayor on youth priorities. We currently have 17 youth commissioners between the ages of 13-21 representing all 7 districts in Oakland.

The allocated amounts will advance *youth agency** and support the following services a. – f. below:

**The desire and ability of young people to make decisions and drive change-in their own lives, in their Oakland communities, and in the larger spheres of influence that concern and impact the young people of Oakland.*

OYC Budget Line Items

- a. Administrative Costs for Logistics to support Convening
- b. Stipends in the amount up to \$1200 per commissioner for participation in OYC meetings, events, and activities
- c. Special Projects and Contract Contingencies
- d. Media, Communication & Outreach
- e. Education & Program Expenditures
- f. Program Supplies

The OFCY funding award will total an amount not to exceed seventy-five thousand (\$75,000) for fiscal year 23-24; and an amount not to exceed two-hundred thousand (\$200,000) for fiscal year 24-25.

Fiscal Update: City Revenue and Oakland Kids First! Children's Fund Allocation FY 23-24

The City of Oakland's General-Purpose Fund is required to allocate 3% of the City's projected annual budget to Oakland Kids First! Children's Fund, per the Oakland City Charter. General Purpose Funds are generally supported by tax revenue.



Legislation requires that 90% of funds be used for direct services for children and youth through the award process, while 10% is used for administration and evaluation. The City of Oakland Proposed Budget for FY 2023-2024 identifies an allocation of \$24,689,417 for the Oakland Kids First! Children's Fund, of which \$22,220,475 (90%) is available for grants, and \$2,468,941 (10%) is available for administration and evaluation.

Racial Equity Skill Introduction –




**Darlene Flynn, Director
Department of Race and Equity**

**“The arc of the moral universe
may bend toward justice, but it
does not bend on its own.”
President Barack Obama**

Equity Commitment

- City of Oakland Municipal code 2.29.170.1 specifies that “the City of Oakland will intentionally integrate, on a Citywide basis, the principle of 'fair and just' in all the City does in order to achieve equitable opportunities for all people and communities. (Ordinance 14-0457, OMC)
- Administrative Instruction (AI) 580 clarifies roles and responsibilities
- AI 6802 clarifies policy, process, and responsibilities for community engagement and outreach
- City Council Agenda Report Template revised to require inclusion of summary of Racial Equity Impact Analysis in the Analysis section
- Department of Race and Equity created to work with all departments

Presentation Objectives

- What is equity?
 - Why is equity the best model?
 - What is the City of Oakland approach to equity?
 - How might an equity framework improve OFCY's impact on disparities in outcomes for Oakland children and youth?
- 
- A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

WELCOME!

THE FOLLOWING **TRAINING** HAS BEEN APPROVED FOR
CITY OF OAKLAND EMPLOYEES
BY THE DEPARTMENT OF RACE AND EQUITY

THE TRAINING HAS BEEN RATED

BF

BLAME-FREE

REQUIRES AN OPEN MIND AND CRITICAL THINKING

**THIS TRAINING IS NOT ABOUT PLACING BLAME OR MAKING ANYONE FEEL GUILTY.
IT IS ABOUT TAKING RESPONSIBILITY.**

What is Equity?



EQUALITY



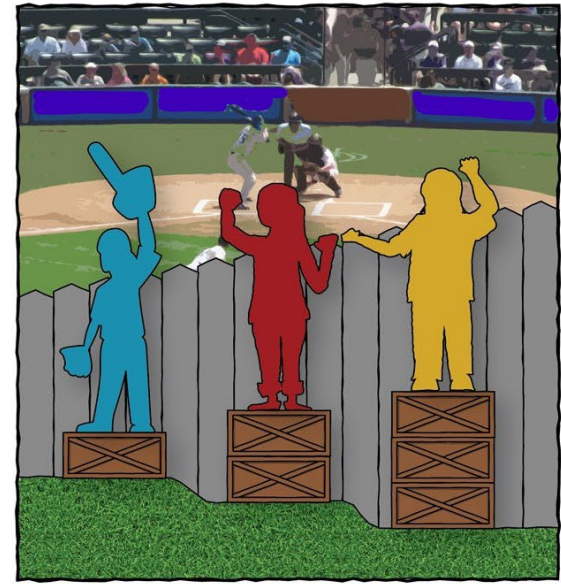
EQUITY

Eq-ui-ty (*ek-wi-tee*), noun

- Just and fair inclusion.
- An equitable society is one in which all can participate and prosper.
- The goals of equity must be to create conditions that allow all to reach their full potential.
- In short, equity creates a path from hope to change.



EQUALITY



EQUITY

Why is Equity the Best Model?

- Everyone benefits in a society experiencing the “Curb-Cut Effect”
- Designed in response to advocacy of people using wheelchairs
- Benefits reach far beyond; those pulling suitcases on wheels, pushing babies and young children in strollers, bikers, workers with large racks making deliveries, and many others
- Investment in one group can and does cascade out and up, contributing to the well-being of the entire community

(Adapted from work by Policy Link, Angela Blackwell Glover)

No Justice, No Peace

"True peace is not merely
the absence of tension; it
is the **presence of justice.**"

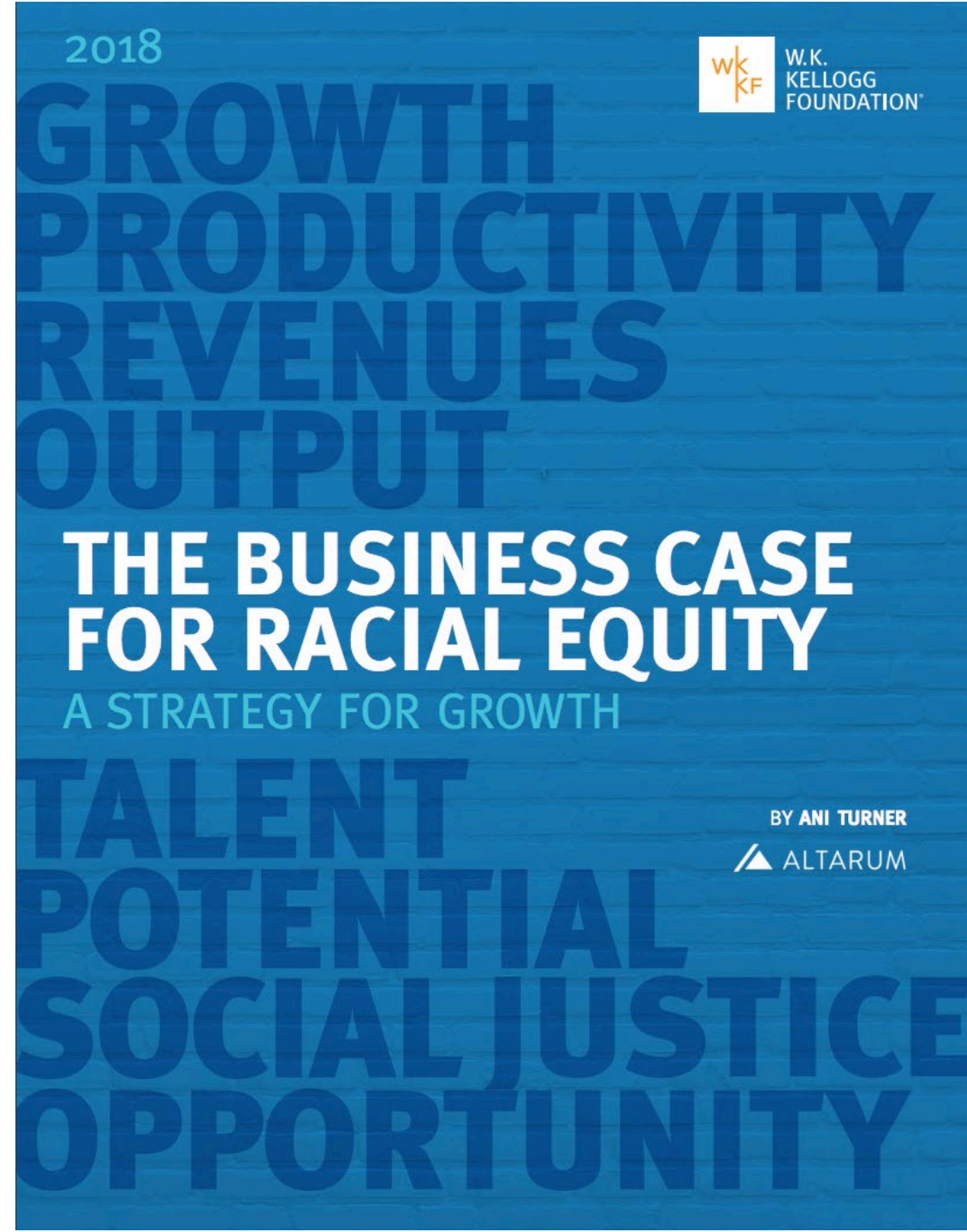
—Martin Luther King Jr.



The Business Case for Racial Equity

<http://www.nationalcivicleague.org/wp-content/uploads/2018/04/RacialEquityNationalReport-kellogg.pdf>

- By 2050, our country stands to realize an \$8 trillion gain in GDP by closing the U.S. racial equity gap.
- Federal tax revenues would increase by \$450 billion and state and local tax revenues would increase by \$100 billion annually.
- This is of great importance to a country that increasingly faces challenges to its global competitiveness from countries with larger populations and faster economic growth.



Systemic and Institutional Racism



A pattern of social institutions; such as governmental organizations, schools, banks, and courts of law, perpetuating negative treatment toward a group of people based on their race. Institutional racism leads to inequality in opportunity and inequity in life outcomes.



City of Oakland



Race and Equity Vision:

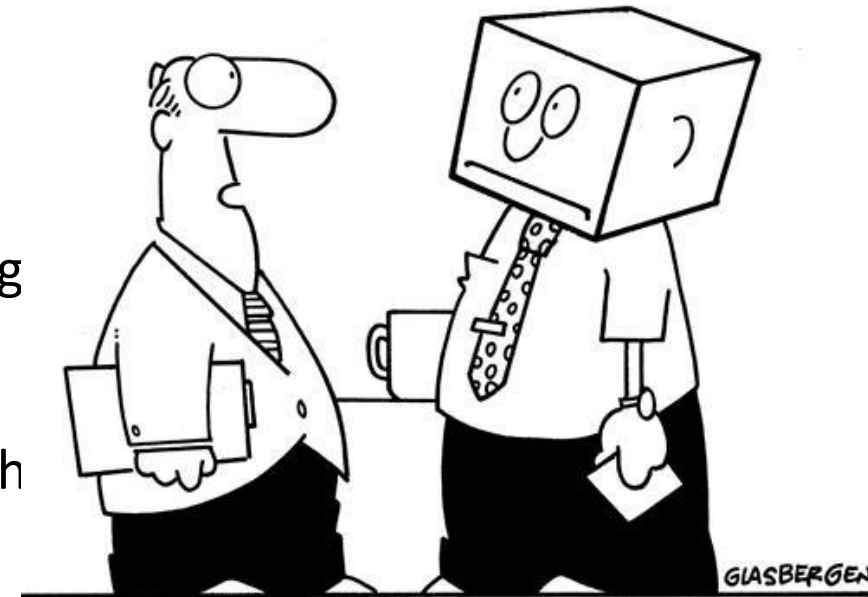
To maintain Oakland's diversity and create a city where racial disparities have been eliminated and racial equity has been achieved.

Goals:

- Identify and eliminate systemic causes of racial disparities in City Government.
- Promote inclusion and full participation for all residents of the City.
- Reduce race-based disparities in our communities.

Working Assumptions

- Race matters. Almost every indicator of well-being shows troubling disparities by race
- Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity
- It's possible-- and only possible-- to close equity gaps by using strategies determined through an intentional focus on race
- If opportunities in all key areas of well-being are equitable, then equitable results will follow
- Given the right message, analysis, and tools, people will work toward racial equity



"Thinking outside of the box is difficult for some people. Keep trying."

Development in Response to Race

DIVERSITY ●●▶ **INCLUSION** ●●●●●●●●▶ **EQUITY**



Quantity

Different
identities &
cultures



Quality

Participation
across identities &
cultures



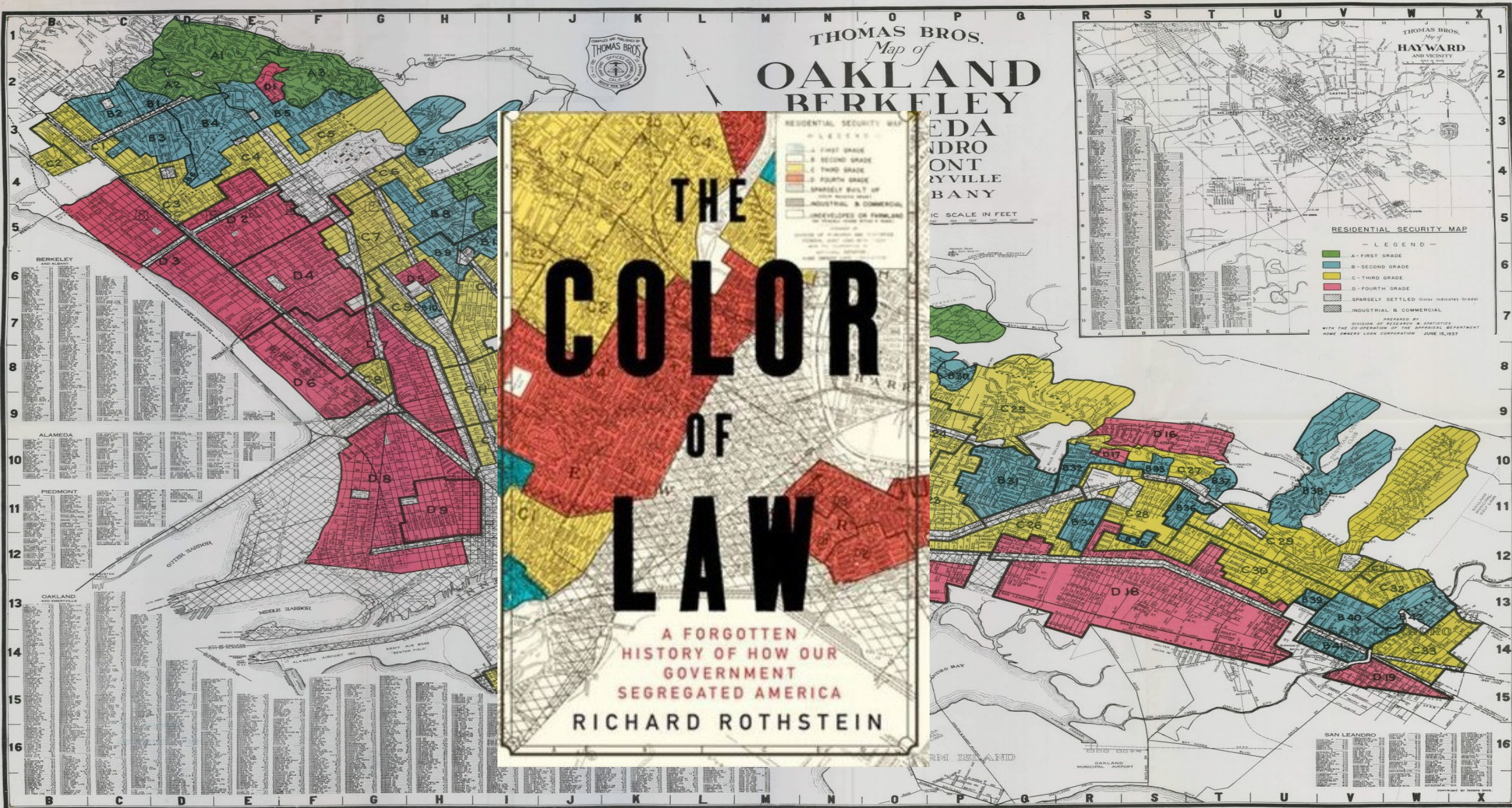
Justice

Policies, practices, &
procedures to ensure
equitable outcomes

The most **DANGEROUS** phrase in the language is



- Clarify the business case for racial equity
- Prepare advocates and leadership to advance equity
- Build infrastructure and political will to support the change
- Apply new skills/tools (*Racial Equity Impact Analysis – REIA/Result Based Accountability - RBA*)
- Develop action plans focused on change in policies, procedures and practices
- Measure progress and recognize accomplishments



High Opportunity Workshop

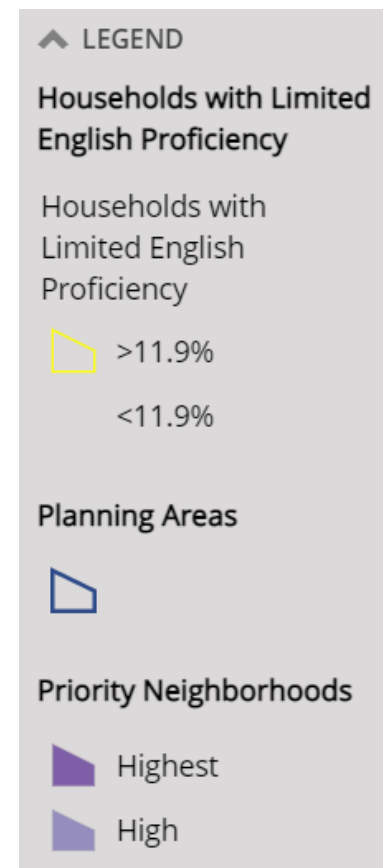
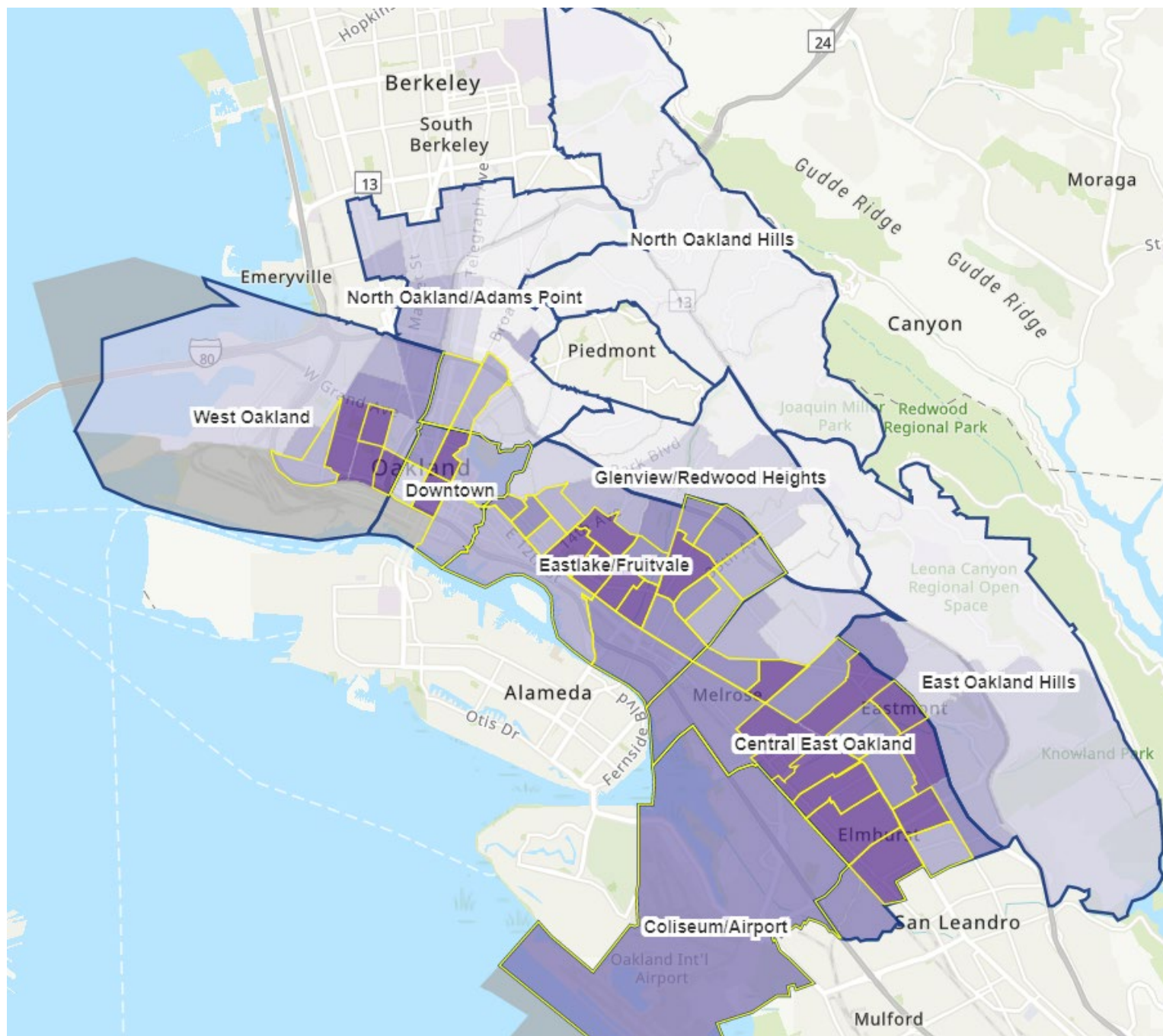




Low Opportunity Workshop

Geographic Equity Toolbox

A data layered visualization:
people of color households,
poverty, people living with
disabilities,
seniors, single
parent families,
severely rent-
burdened, low
educational
attainment



Where are OFCY Equity Opportunities?

- Data driven
- Outcome focused
- Measurable
- Change/action oriented

OFCY Core Value

Social and Economic Equity -

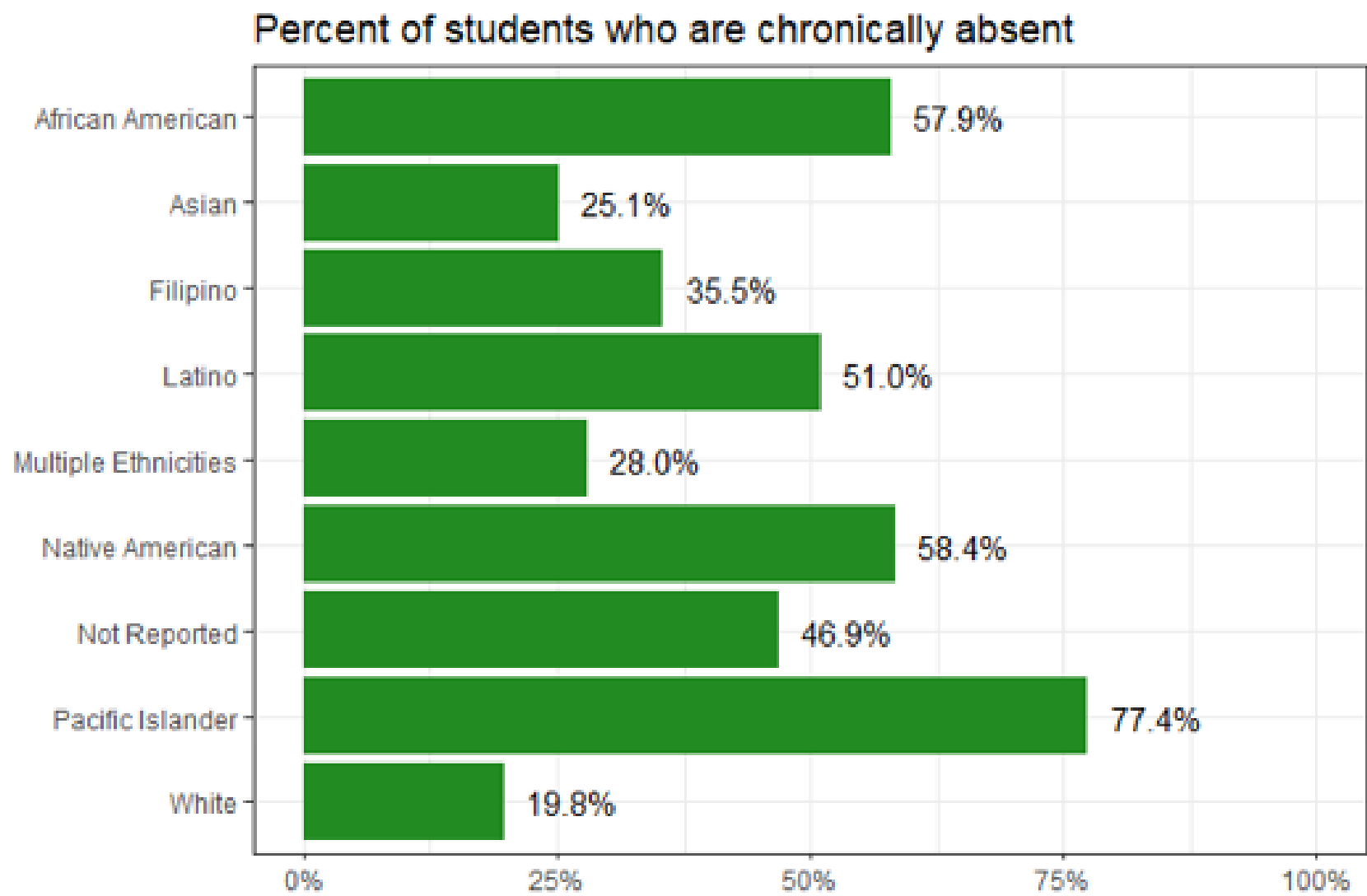
All children and youth have a fundamental right for a safe and healthy life and a quality education. We value the concerted application of our resources toward those youth in greatest need.

City of Oakland Equity Indicators – Lowest Scores

(most extreme disparities consistently map to lowest opportunity areas)

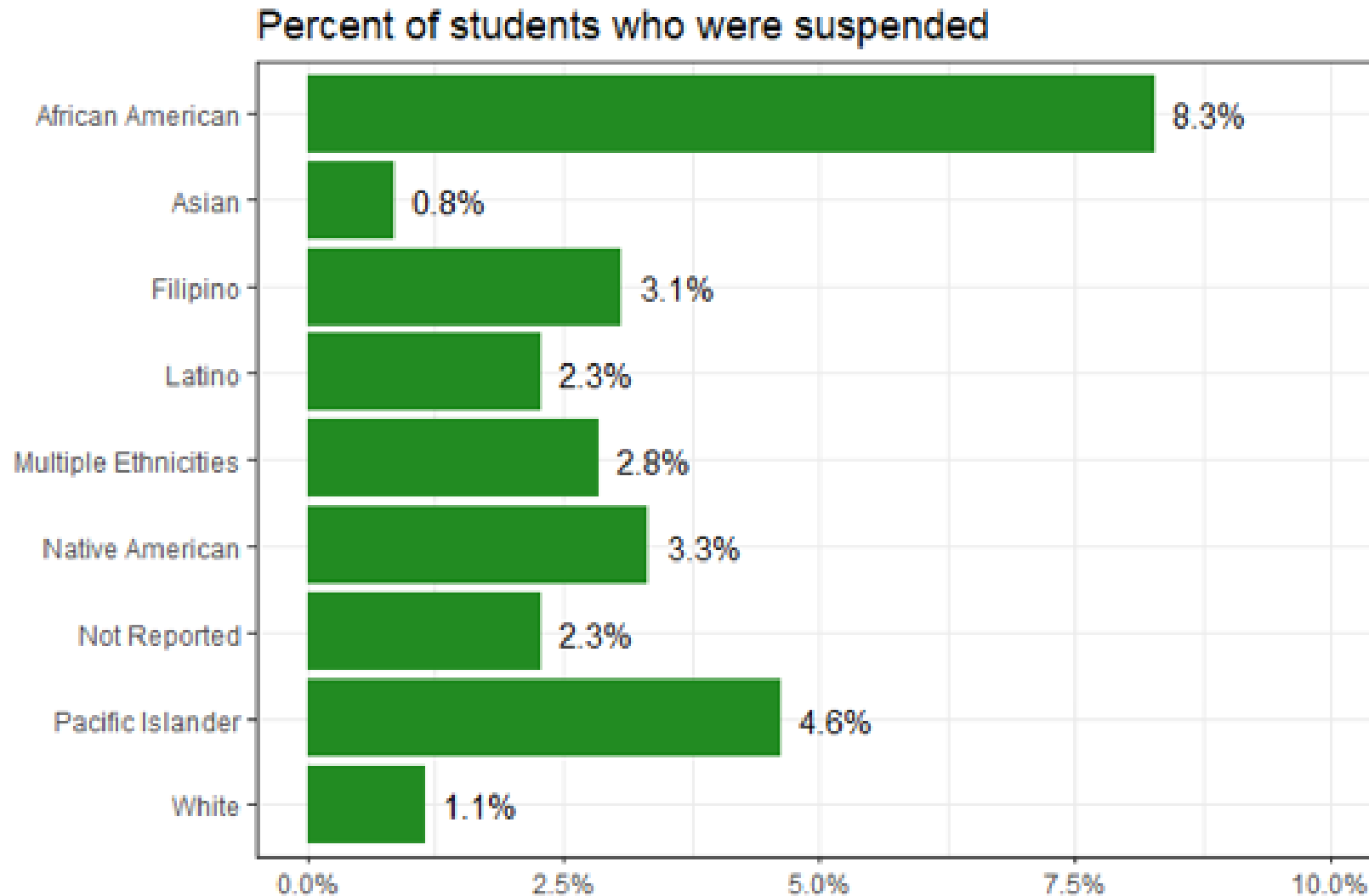
- Public Health: Child Health – Childhood Asthma Emergency Department Visits
- Public Health: Physical and Mental Health – Substance Abuse Emergency Department Visits Housing: Displacement - Homelessness
- Public Safety: Incarceration – Adult Felony Arrests
- Public Safety: Incarceration – Jail Incarceration
- Public Safety: Incarceration – Prison Incarceration
- Public Safety: Law Enforcement – Use of Force
- Public Safety: Community Stressors – Homicides
- Public Safety: Community Stressors – Juvenile Felony Arrests
- Neighborhood and Civic Life: Built Environment – Pedestrian Safety

Over half Black and Brown children are absent



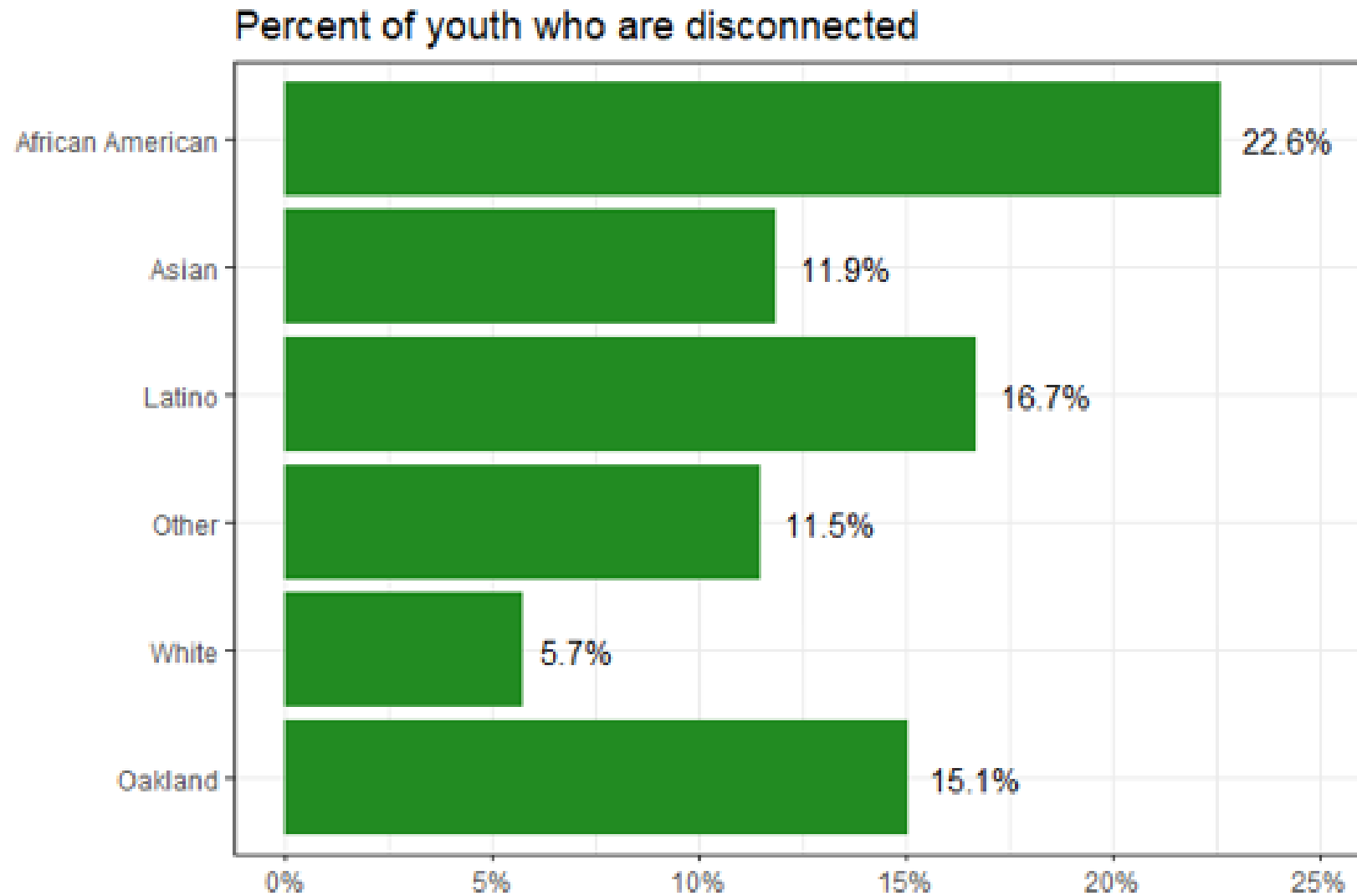
Source: OUSD Data Dashboard, 2021-2022

...Black children are disproportionately suspended



Source: OUSD Data Dashboard, 2021-2022

...and disconnected



Source: American Community Survey, 1-year PUMS, 2021.

“Juvenile arrests are concentrated in several neighborhoods, primarily in East Oakland, and concentrated with dramatic disproportionality on Black/African American males” – OFCY Community Need Assessment



Black/African American students are 7-10x more likely to be suspended than their white and Asian peers

81%

81% of youth detained in Oakland were Black/African American. Nearly all of the other arrests (18%) were Latinx youth. Less than 1% were any other race/ethnicity. 85% were male.

In April 2019-March 20

Predictable Outcomes...

CRIME >

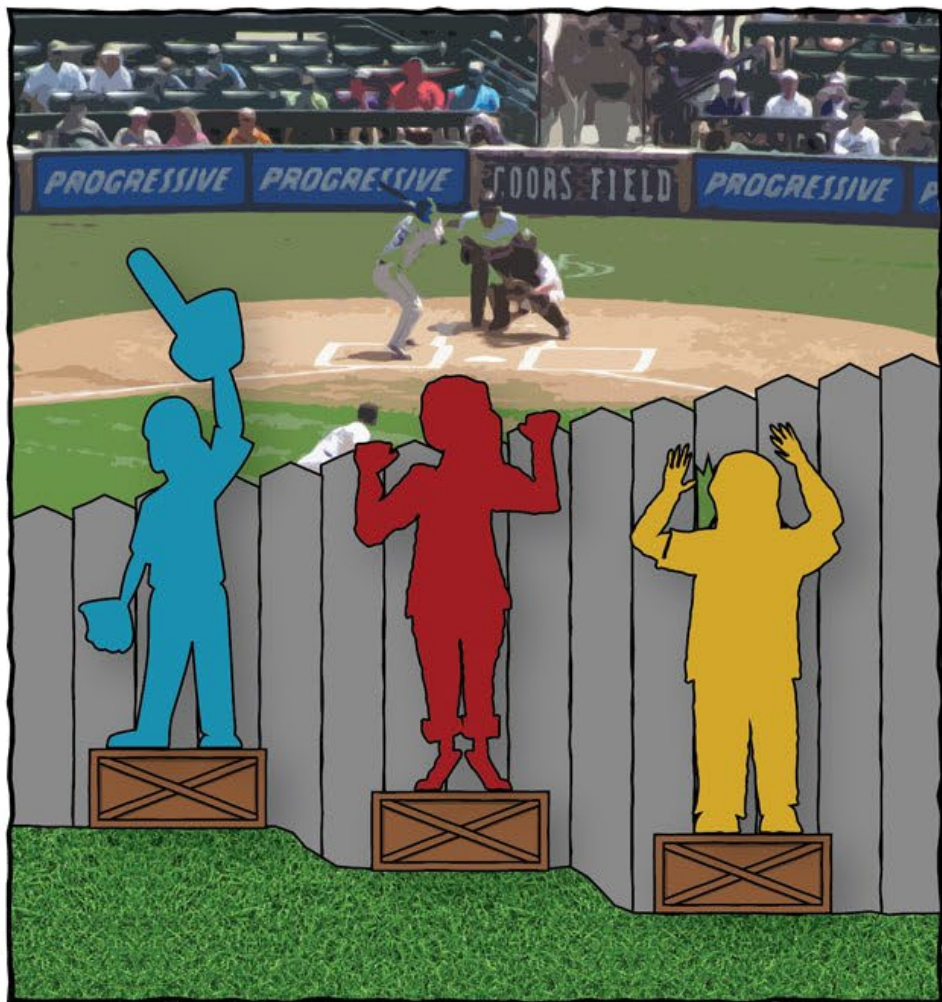
Surge in violent juvenile crime has Oakland residents on edge

 CBS NEWS
BAY AREA

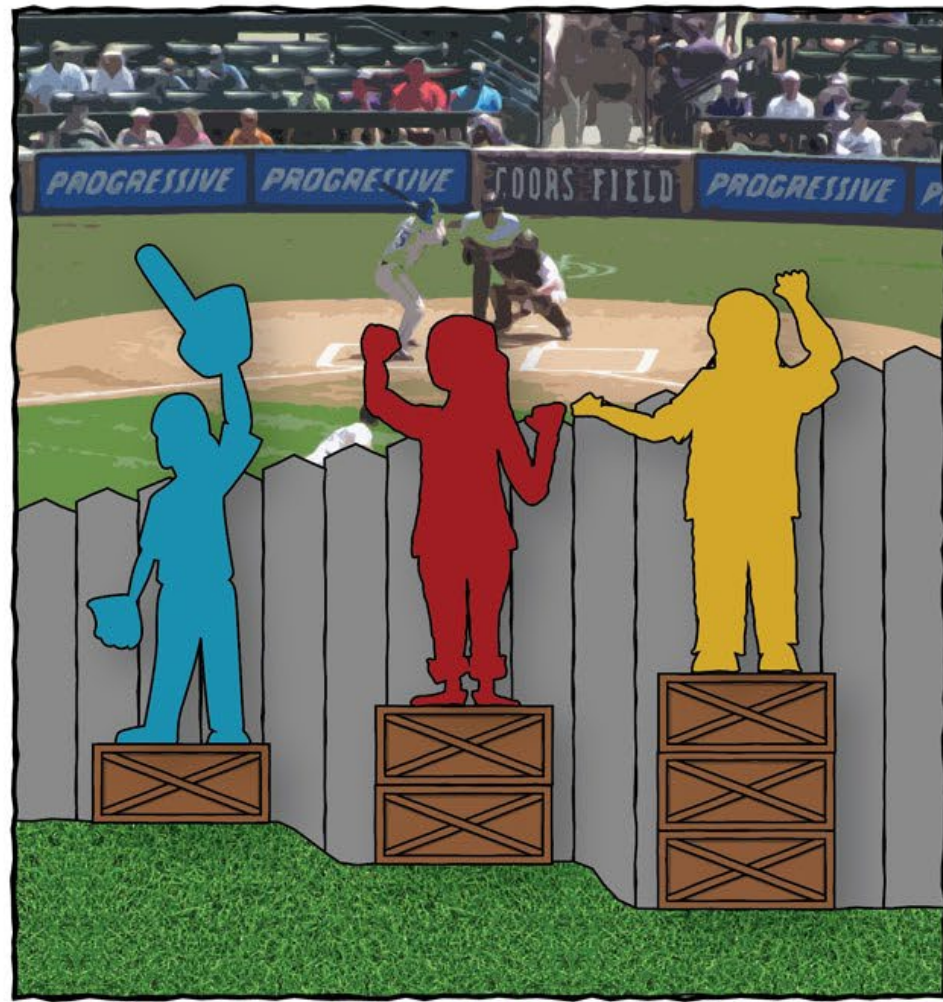
UPDATED ON: MAY 24, 2023 / 11:15 AM / CBS SAN FRANCISCO



Change outcomes with an intentional data driven focus on targeted strategies that remove barriers to opportunity for most at-risk youth



EQUALITY



EQUITY

Equity Outcome – All disconnected Oakland youth receive timely, effective social services, and racial disparities in their life outcomes have been eliminated



System Change that Changes Conditions

Designing an effective approach to addressing needs of disconnected youth would have multiple benefits:

- Reduce violence, harm and premature death in the community
- Reduce collective community trauma
- Put youth on safer, productive path - out of the criminal justice system and sexual exploitation
- Break generational cycles

Sample Equity Questions/Disconnected Youth

What are the City service gaps for disconnected youth, who are not effectively served according to current outcome data?

How could OFCY strategically address those gaps? What partnerships might amplify OFCY's efforts? How would these strategies best be implemented?

What RBA meaningful outcome measures might be collected for this programming?

- How much did we do?
- How well did we do it?
- How do we measure if this specific target population is better off because of what OFCY funded? Are disparities closing? Any group(s) left behind?

Questions? Insights? Comments?

