

Sugar-Sweetened Beverage Community Advisory Board

Regular Meeting

April 8th, 2019 • 6:30pm-8:30pm
Oakland City Hall, Hearing Room #1
1 Frank H. Ogawa Plaza, 1st floor • Oakland California

AGENDA

1. **Welcome and Call to Order**
 - Roll Call, Introductions & Announcements
 - Agenda Review and Adoption

2. **Open Forum**
3. **Administrative Update**
 - **Human Services Department Request for Qualifications (RFQ) for Professional Services** Informational
 - **Installation of Water Hydration Stations – Oakland Unified School District**
 - **Additional Information Requested on Community Grants Proposals**

4. **Upcoming Items Regarding Sugar-Sweetened Beverage Board Recommendations** Discussion

5. **Evaluation Needs**

6. **Communications Needs** Discussion

7. **Ad-Hoc Committees Updates** Discussion

8. **Agenda Items for May 2019 Board Meeting** Discussion

9. **Adjournment**

Public Comment:

The SSB Advisory Board welcomes you to its meetings and your interest is appreciated.

• If you wish to speak before the Board, please fill out a speaker card and hand it to the staff supporting the Board.

• If you wish to speak on a matter not on the agenda, please sign up for Open Forum and wait for your name to be called.

• If you wish to speak on a matter on the agenda, please approach the Committee when called, give your name, and your comments.

Please be brief and limit your comments to the specific subject under discussion. Only matters within the SSB Board's jurisdiction may be addressed. Time limitations shall be at the discretion of the Chair.

In compliance with Oakland's policy for people with chemical allergies, please refrain from wearing strongly scented products to meetings. In compliance with the American Disabilities Act, if you need assistance to participate in the meetings for the Sugar-Sweetened Beverages Community Advisory Board, please contact the Human Services Department at 510-238-3088. Notification 48 hours prior to the meeting will enable the City of Oakland to make reasonable arrangements to ensure accessibility. If you have questions regarding this agenda or related materials, please contact our office at the number above.

MINUTES TO BE APPROVED
Sugar Sweetened Beverage Community Advisory Board
Oakland City Hall,
1 Frank H. Ogawa Plaza
Oakland, CA 94612
Hearing Room 1, 1st floor
February 11th, 2019 6:30pm-8:30pm

Board Members present: Esperanza Pallana, Jared Fine, Tonya Love, Donna Carey,
Julia Liou, Justin Watkins, Laurie Lawson

Board Members absent: Kim Carter Martinez

City Staff Members present: Sandra Taylor, Sharon Robinson, Sara Bedford

1. Welcome and Introductions

- **Call to Order**

The meeting was called to order at 6:37pm.

- **Agenda Review and Adoption**

There were no edits or modifications made to the agenda.

2. Open Forum

5 speakers made public comments.

1. **Curtiss Sarikey:** Chief of Staff, Oakland Unified School District
2. **Jackie Haymon:** Program Director, Food Corps
3. **Michelle Oppen:** Health and Wellness Coordinator, OUSD
4. **Jenny Wang:** Nutrition Services Program Director, Alameda County Public Health Department
5. **Lukas Brekke-Miesner:** Executive Director, Oakland Kids First

3. Review of Notes from Meeting of November 5, 2018

These notes were declared reviewed by the Chair.

4. Approval of Minutes from Meeting of January 14, 2019

During the administrative update on the RFP, Board Member Julia Liou noted there were some concerns by the community particularly around the timing of the proposal deadline, which was addressed by the deadline extension. She mentioned requests were made for additional TA for grants assistance and iSupplier. City staff was requested to follow-up on this for future RFP releases. Chair Esperanza Pallana made the motion to approve the minutes with this amendment to the January 14 minutes and Board Member Laurie Lawson seconded the motion. The motion passed unanimously and the minutes were approved.

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5. Presentation from ALL IN-Alameda County and Health Impact Table on the Recommendation to Expand Healthy Retail Presented by Melanie Moore, Director ALL IN-Alameda County and Rachel Richman, Project Manager Youth Ventures Joint Powers Authority, Oakland Thrives Leadership Council

Rachel Richman and Melanie Moore presented a Power Point presentation to the SSB Board Members discussing the focus of ALL IN and the Health Impact Table on the expansion of healthy retail options to the community.

The Health Impact Table builds community capacity through their recommendations, which include addressing social determinants, reflecting a shift to youth and community led solutions, peer-to-peer support, and navigation. By leveraging community assets to support, help and engage authentic community expertise, systems change can be addressed. This will strengthen neighborhoods, give power to residents, and potentially provide a career path to young people.

National organizations, including Absences Count and Attendance Works, as well as Alameda County's First 5 Commission, cited food insecurity, hunger, mental health, and parental stressors as top reasons that children do not attend school. So, the Health Impact Table identified changing neighborhood food systems by expanding the current Healthy Corner Store Program as one of three strategies to pursue that could impact school absences.

It was mentioned that the retail system is much more controlled by the market than by the public dollars that we can influence. So, by deepening investment of Alameda County in healthy retail and seeking partnership with other municipal partners to enhance the work, change can be implemented.

6. Recommendation for Allocation of Sugar-Sweetened Beverage Tax Funds

- **Update-Structure of Special Initiatives**

Board Member Julia Liou discussed the purpose of the ad-hoc special initiatives committee was to think about funding allocations to support project investments that will further the purpose of Measure HH and scale impact.

Within the special initiatives structure, there were three targeted areas of focus: community investments, technical assistance, and particular investment strategies, such as particular capital loans and micro loans.

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- **Update-Criteria for Key Funding Areas**

Board Member Tonya Love mentioned that general criteria was discussed for all funding categories within OUSD and the City. High impact geographic areas were addressed, in a desire to reach low income communities, that included a variety of ethnicities and age groups. Specific criteria was also addressed for each of the different funding categories within the city departments and for OUSD as well.

For OUSD, one of the criteria that was agreed upon was reporting and accountability regarding funding that would be allocated. More expansion and promotion of the Education Center and the Central Kitchen was looked at. There was a desire to develop promotion or joint use agreements to create and increase access to activity. Funding that goes toward support of that, such as providing staffing or security at different locations, was important.

For Public Works, a continuing priority was creating access to fresh drinking water, as is the promotion of active transportation, affordable to all areas of Oakland, especially in West and East Oakland.

For Human Services, criteria included more policies and consistent practices across the Board, prioritizing local business and their distribution of the funds and contracting with agencies that employ a diverse and local workforce.

For Oakland Public Library, funding criteria surrounded adopting healthy organizational policies and system wide procedures, funding summer and afterschool food programs, reading programs, and workshops dedicated toward educating on healthy eating and active living options.

For Workforce Development Board, funding toward health-related training or any kind of program associated with the Alameda County Health Department or emergency medicine was considered. Health internship and apprenticeship programs for Oakland youth and programming that involves a pipeline to college and universities in health majors was looked at as was supporting the work of the Health Academy at OUSD.

For Parks and Recreation, criteria centered around creating accessible park areas that would address some safety concerns that parents might have.

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- **Update-Meetings with City Council Members**

Board Members Tonya Love and Julia Liou met with Council Member Nikki Bas of District 2 and asked her to think about increasing the allocation fund amount this year and she was supportive.

Board Members Justin Watkins, Chair Esperanza Pallana and Donna Carey met with Council Member Lynette McElhane and discussed her preference to give a majority of allocated funds to City departments to make up for the shortfall in the budgetary process. The majority of the funds from Measure HH would go towards OUSD, Oakland parks, and Oakland libraries. Council Member McElhane anticipated that eighty (80) percent of the total revenue would be allocated to City department use and twenty (20) percent would be reserved for community grants.

- **Next Steps for Allocation of SSB Tax Funds**

Board Members agreed to complete their scheduled meetings with the remaining six City Council Members about the allocation of funds and reach out to each department to gauge their funding interests and potential. An update with more information and feedback will follow.

7. Response to Reducing Consumption of Sugar-Sweetened Beverages Community Grants Program Request for Proposals (RFP)

City staff discussed updates regarding the RFP. At the next SSB Board meeting scheduled for March 11th, the Board will be provided with an informational report. There will be an update on the status of the process. The goal is for the community grants recommendation to be presented to the Life Enrichment Committee on April 23rd.

8. Update: Board Members and Committees

The Communications Committee is composed of Julia, Esperanza, Jared, and Donna. At their last meeting, the Committee went through a scope of work for the RFQ along with SSB Program City Planner Sharon Robinson. The Committee focused on looking at marketing and communications, particularly around evaluation to see the effectiveness of what had been funded. And moving forward, the development of a data system was discussed in addition to funds for strategic planning, as well as establishing more technical assistance. There were some very specific aspects around communication and messaging that were prioritized. These aspects centered around the hydration water stations.

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Consideration for a logo for the SSB and our committee was discussed, and the issue of branding also came up as an offshoot from the logo talks. No other Board member committee updates were available for discussion and report back.

9. Administrative Update

• **Request for Qualifications (RFQ) Seeking Professional Services Release**

City staff discussed the RFQ scope of work will cover the key areas of: marketing, communications, evaluation, development of the data tracking system, strategic planning, and possibly some other TA work in the community. The RFQ release date is expected in March 2019. The Board was asked to provide any known contacts in the marketing industry, with firms and vendors that are doing work around health issues as it ties into the four funding areas. Proposals were anticipated to be submitted by applicants in April. Board members were asked to be involved in the potential interviews for the marketing and communications firms, probably occurring in May-June. The goal to establish contracts with selected applicants is on or around July 1.

10. Adjournment

The meeting was adjourned at 8:40pm.

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March 11th, 2019 6:30pm-8:30pm

Board Members present: Esperanza Pallana, Jared Fine, Tonya Love, Julia Liou, Justin Watkins

Board Members absent: Kim Carter Martinez, Donna Carey, Laurie Lawson

City Staff Members present: Sandra Taylor, Sharon Robinson, Sara Bedford, Sachel Heavens, Assistant City Administrator Maraskeshia Smith, Finance Director Katano Kasaine

1. Welcome and Introductions

- **Call to Order**

The meeting was called to order at 6:35pm.

- **Agenda Review and Adoption**

There were no edits or modifications made to the agenda.

2. Open Forum

Ten speakers made public comments:

- **Leticia Perez**, Oakland Lacrosse Club
- **Kevin Kelley**, Oakland Lacrosse Club
- **Anthony Galace**, Alameda County Public Health Commission
- **Jessica Ruth Tremeri**, Roots Community Health Center
- **Jamaica Sowell**, Roots Community Health Center
- **Ajura Smith**, Healthy Black Families
- **Paul Nguyen**, HOPE Collaborative
- **Gavin Raders**, Planting Justice
- **Isaiah Toney**, In-Advance
- **Francis Calpotura**, Sugar Freedom Project

3. An Informational Report from the Human Services Department (HSD) on Preliminary Recommendations for Proposals for the Community Grants Program in Response to the Reducing Consumption of Sugar-Sweetened Beverages Community Grants Request for Proposals (RFP)

City staff discussed the HSD's preliminary recommendation for grants in response to the RFP. Two million was approved by City Council in the Adopted Mid-cycle Budget to fund the community grants from the FY2017-2018 Sugar-Sweetened Beverage Distribution Tax Fund revenue. Out of 29 total proposals received, 14 proposals were highly recommended

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for funding. Five were not recommended. The remaining proposals may be considered if funds become available.

The funding recommendation was based on proposal ratings of external readers and proposals strategic alignment with the Board's intentions to prioritize resources in neighborhoods most affected by consumption of sugar sweetened beverages, experience with serving local communities and innovative practices focused on healthy retail and food systems. Pending City Council approval in April, staff will work with selected agencies to support submission of documents needed for contracting and scope of work modifications.

Board members requested additional information about the community grants process.

- Ranking of proposals
- Profile of the readers
- Inquiry around proposals and number of Asian Pacific Islanders to be served

4. Recommendation for Allocation of Sugar Sweetened Beverage Tax Funds

Chair Esperanza Pallana made a motion to adopt the allocation of 2018-2019 tax funds, described in detail in the following breakdown: OUSD will be allocated 20%. Funding for City departments will be allocated 20%. Special Initiatives will be allocated 10%. Project delivery and evaluation will be allocated 10%. 40% of the total allocation will be given to community based grants. Within this specific allocation to community based grants, the recommendation was made to request Oakland City Council to fund ten proposals that were considered worthy of approval but for which monies were not available. This same allocation plan is to guide funding recommendations for the budget covering fiscal years 2019-2020 and 2020-2021. Move forward with City administration of the tax program with additional assistance to build capacity of community partners. Jared Fine seconded the motion. All other Board members agreed to the motion unanimously.

Three speakers spoke on this item:

- **Francis Calpotura**, Sugar Freedom Project
- **Gavin Raders**, Planting Justice
- **Julie Wedge**, Chief of Staff to Council President Rebecca Kaplan

5. Board Committee Updates

There were no new committee updates.

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6. Administrative Update

- **Request for Qualifications (RFQ) Seeking Professional Services Release**

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7. Adjournment

The meeting was adjourned at 8:15pm.

Sugar-Sweetened Beverages Community Advisory Board Funding Recommendations

FY 2018-2019 RECOMMENDATIONS	
<p>City</p> <ul style="list-style-type: none"> - Parks and Rec - Workforce Development - Oakland Public Libraries - Human Services Department (Food, Seniors, Homeless, Headstart) 	20%
OUSD	
<p>Grant Program</p> <p>We recommend the Human Services Department continue to administer the grants program but partner with the SSB Board and other community partners to ensure capacity building TA to enable access for prospective applicants.</p> <p>Recommended funding areas include the existing program areas of:</p> <ul style="list-style-type: none"> - Prevention through Education and Promotion - Healthy Neighborhoods and Places - Health Care Prevention and Mitigation - Policy and Advocacy <p>And will now include:</p> <ul style="list-style-type: none"> - Healthy Food Business Technical Assistance <ul style="list-style-type: none"> o Obtain floor/shelving layout assessments to increase healthy food/beverage (not dietary supplements) inventory. o Layout to implement a floor plan to highlight healthy alternatives at the front of the store and other prominent positioning and/or shelving plan for increasing healthy food inventory. o Marketing support to highlight the alternatives to sugary sweetened beverages that they offer. o Business bootcamp, capital strategy, and other third party services that increase capacity for a business to provide affordable healthy food and beverages to USDA designated low access neighborhoods. <p>The SSB Board also recommends that \$1.5 million of the FY18-19 40% Grant Program allocation be made available to fund the remaining eligible proposals from the Year 1 Community Grants RFP for Reducing Consumption of Sugar Sweetened Beverages.</p>	40%
<p>Special Initiatives</p> <p>We recommend that half of the Special Initiative Fund allocation go towards discretionary/rapid response funding, with the other half towards capital and community investments.</p> <ul style="list-style-type: none"> - Investment Strategies <p>Launch an RFP process to identify a Community Development Financial Institution (CDFI) to administer a "soda alternative" fund that would enable allocated Measure HH funds as risk capital to small businesses providing affordable culturally appropriate healthy food alternatives to communities impacted by SSBs. The following ideas are also based on the greatest needs and hard to come by capital for community driven interventions, such as:</p> <ul style="list-style-type: none"> o Mezzanine capital: Mezzanine capital is a form of financing that is part debt and part equity. It incorporates equity-based options, such as warrants, with a lower-priority debt to provide flexible long term capital for use in buy-outs or growth financings. Frequently unsecured, it usually bears interest at a higher rate than secured loans and often gives the lender a stake in the equity of a project. Mezzanine debt is often used to finance acquisitions, buyouts and accelerated growth. o Runway capital: Capital used to finance overhead before generating positive cash flow from operations of a project. 	10%

Sugar-Sweetened Beverages Community Advisory Board Funding Recommendations

<ul style="list-style-type: none"> ○ Microlending capital: Microloans are short-term loans with relatively low interest rates. Generally these loans are offered to small or developing businesses/projects with modest capital requirements and little-to-no revenue history. <p>*NOTE: An RFP for the CDFIs that would want to administer this fund would need to include the CDFIs experience with small business lending, their expertise in healthy food, their plan to additionally capitalize the program in the case of diminishing Measure HH funds, their proposed borrower requirements, their loan application requirements, the staffing of the fund administration.</p> <ul style="list-style-type: none"> - Capital Improvements This would involve a set aside for one-time capital improvements that are aligned with and in service to addressing the impacts of SSBs as defined below that would be in alignment with the SSB funding criteria. Capital improvements versus infrastructure repairs are definitions below. - Rapid Response Discretionary Funds Projects and initiatives in this area would need to meet the following criteria: <ul style="list-style-type: none"> ○ Be urgent and immediate ○ Have demonstrably far reaching capacity ○ Target high risk communities ○ Be equitable ○ Project ready 	
<p>Project Delivery + Evaluation</p> <ul style="list-style-type: none"> - Board administrative staffing - Communications - Community planning + engagement - Evaluation 	10%

Sugar-Sweetened Beverages Community Advisory Board Funding Recommendations

FY 2019-2020 & FY 2020-2021 RECOMMENDATIONS	
<p>City</p> <ul style="list-style-type: none"> - Parks and Rec - Workforce Development - Oakland Public Libraries - Human Services Department (Food, Seniors, Homeless, Headstart) 	20%
<p>OUSD</p>	20%
<p>Grant Program</p> <p>We recommend the Human Services Department continue to administer the grants program but partner with the SSB Board and other community partners to ensure capacity building TA to enable access for prospective applicants.</p> <p>Recommended funding areas include the existing program areas of:</p> <ul style="list-style-type: none"> - Prevention through Education and Promotion - Healthy Neighborhoods and Places - Health Care Prevention and Mitigation - Policy and Advocacy <p>And will now include:</p> <ul style="list-style-type: none"> - Healthy Food Business Technical Assistance <ul style="list-style-type: none"> o Obtain floor/shelving layout assessments to increase healthy food/beverage (not dietary supplements) inventory. o Layout to implement a floor plan to highlight healthy alternatives at the front of the store and other prominent positioning and/or shelving plan for increasing healthy food inventory. o Marketing support to highlight the alternatives to sugary sweetened beverages that they offer. o Business bootcamp, capital strategy, and other third party services that increase capacity for a business to provide affordable healthy food and beverages to USDA designated low access neighborhoods. 	40%
<p>Special Initiatives</p> <p>We recommend that half of the Special Initiative Fund allocation go towards discretionary/rapid response funding, with the other half towards capital and community investments.</p> <ul style="list-style-type: none"> - Investment Strategies <p>Launch an RFP process to identify a Community Development Financial Institution (CDFI) to administer a "soda alternative" fund that would enable allocated Measure HH funds as risk capital to small businesses providing affordable culturally appropriate healthy food alternatives to communities impacted by SSBs. The following ideas are also based on the greatest needs and hard to come by capital for community driven interventions, such as:</p> <ul style="list-style-type: none"> o Mezzanine capital: Mezzanine capital is a form of financing that is part debt and part equity. It incorporates equity-based options, such as warrants, with a lower-priority debt to provide flexible long term capital for use in buy-outs or growth financings. Frequently unsecured, it usually bears interest at a higher rate than secured loans and often gives the lender a stake in the equity of a project. Mezzanine debt is often used to finance acquisitions, buyouts and accelerated growth. o Runway capital: Capital used to finance overhead before generating positive cash flow from operations of a project. o Microlending capital: Microloans are short-term loans with relatively low interest rates. Generally these loans are offered to small or developing businesses/projects with modest capital requirements and little-to-no revenue history. <p>*NOTE: An RFP for the CDFIs that would want to administer this fund would need to include the CDFIs experience with small business lending, their expertise in healthy food, their plan to additionally</p>	10%

Sugar-Sweetened Beverages Community Advisory Board Funding Recommendations

<p>capitalize the program in the case of diminishing Measure HH funds, their proposed borrower requirements, their loan application requirements, the staffing of the fund administration.</p> <ul style="list-style-type: none"> - Capital Improvements This would involve a set aside for one-time capital improvements that are aligned with and in service to addressing the impacts of SSBs as defined below that would be in alignment with the SSB funding criteria. Capital improvements versus infrastructure repairs are definitions below. - Rapid Response Discretionary Funds Projects and initiatives in this area would need to meet the following criteria: <ul style="list-style-type: none"> o Be urgent and immediate o Have demonstrably far reaching capacity o Target high risk communities o Be equitable o Project ready 	
<p>Project Delivery + Evaluation</p> <ul style="list-style-type: none"> - Board administrative staffing - Communications - Community planning + engagement - Evaluation 	10%

DEFINITIONS

Capital Improvements

- Improvements that "put" property in a better operating condition
- Restores the property to a "like new" condition
- Addition of new or replacement components or material sub-components to property
- Addition of upgrades or modifications to property
- Enhances the value of the property in the nature of a betterment
- Extends the useful life of the property
- Improves the efficiency of the property
- Improves the quality of the property
- Increases the strength of the property
- Increases the capacity of the property
- Ameliorates a material condition or defect
- Adapts the property to a new use
- Plan of Rehabilitation Doctrine

Infrastructure Repair

- Improvements that "keep" property in efficient operating condition
- Restores the property to its previous condition
- Protects the underlying property through routine maintenance
- Incidental Repair to property

Sugar-Sweetened Beverages Community Advisory Board Funding Recommendations

CRITERIA

The Oakland SSB Board recommends that any Measure HH funding deployed for city departments and OUSD be aligned with the intention of diet related disease prevention and mitigation in neighborhoods and populations most impacted by sugary sweetened beverages. The SSB board is able to provide criteria to this effect upon request.

Examples of this include:

Oakland Parks and Recreation Youth Development

Criteria for OPRYD can be seen in the 2018 Oakland Parks and Recreation Foundation report where a scoring system is provided. Given this scoring system, it is our recommendation that any allocated Measure HH funds focus on parks with D and F scores located within economically disadvantaged or gentrifying neighborhoods.

Oakland Unified School District

Criteria for OUSD funding should target:

- Schools with at least fifty percent of students who are on free and reduced lunch
- Food for programming should come from local sources and tracked
- Target all ages from elementary to high school

Oakland Public Library

Criteria for Oakland Public Library funding should target:

- Support work involving adopting healthy organizational policies or procedures
- Support Summer or after-school programming that promotes healthy eating and active living
- Support reading programs that promote healthy eating and active living
- Support incentive programs that encourage participation

Sugar-Sweetened Beverages RFP

Ranking - Remaining Submitted Proposals

(Note: These proposals have not been recommended)

Agency Name	Project Title	Funding Strategy	Ranking
Alameda County Community Food Bank	Community Nutrition Worker Program	Prevention through Education and Promotion	15
Asian Health Services	Moving a Madison Park Wraparound Health Program (MMWHP)	Healthy Neighborhoods and Places	16
Alameda Health Consortium	Diabetes Prevention and Oral Health Initiative	Health Care Prevention and Mitigation	17
Mercy Retirement and Care Center	Mercy Brown Bag Program	Healthy Neighborhoods and Places	18
West Oakland Health	West Oakland Community Wellness Program	Healthy Neighborhoods and Places	19
18 Reasons	Cooking Matters	Healthy Neighborhoods and Places	20
YMCA	Growing Stronger Together	Prevention through Education and Promotion	21
Eden I&R	2-1-1 as an Intervention to Reduce the Consumption of SSB	Prevention through Education and Promotion	22
Spectrum Community Services, Inc.	Oakland Senior Meals Project	Healthy Neighborhoods and Places	23
Urban Strategies Council, Fiscal Sponsor for Mandela Grocery Cooperative, Inc.	Steps for a Healthier Life	Healthy Neighborhoods and Places	24
Walk Oakland Bike Oakland	Oaklavia-Open Streets	Healthy Neighborhoods and Places	25
Designing Justice Designing Spaces (DJDS)	Pop-Up Resource Village	Healthy Neighborhoods and Places	26
Best Weigh of Life	Best Weigh of Life	Healthy Neighborhoods and Places	27
Prescott-Joseph Center for Community Enhancement (PJCCE)	PJCCE Oakland Cares-More Waterm Less Sugar-Sweetened Drinks	Health Care Prevention and Mitigation	28
Preventive Care Pathways	Preventive Care Pathways-Watson Wellness Water Project	Prevention through Education and Promotion	29

City of Oakland-Human Services Department

Sugar-Sweetened Beverage Tax Fund



To: Sugar-Sweetened Beverages Community Advisory Board
From: Sandra Taylor, HSD Manager
Date: April 5, 2019
Re: Community Grants Program – Proposals Reviewer Profile

Summary

This memo is informational. The Human Services Department recruited nine individuals to review and score the 29 proposals submitted in response to the SSB Community Grants Program. The proposal reviewers were a dynamic and diverse group of individuals, as outlined below, who brought a variety of viewpoints and expertise to the proposal review process. Many of the reviewers are long-term Oakland residents and all were committed to the vision and goals of the SSB Advisory Board.

Demographic Profile

- African American: 4
- Asian/Asian Pacific Islander, includes Filipino American: 3
- Caucasian: 2

Education/Credentials/Professional Experience

Reviewer	Education/Credentials/Professional Experience
1	<ul style="list-style-type: none"> • Master of Social Work and Licensed Clinical Social Worker (LCSW) • School-Based Clinical Manager with experience working with youth and families in urban communities around workforce development and urban garden programs
2	<ul style="list-style-type: none"> • Master of Public Administration and HUD Certified Family-Sufficiency Program Coordinator • Community grants management
3	<ul style="list-style-type: none"> • Master of Public Health and Bachelor of Dental Surgery • Retired dentist, School of Dentistry faculty, and public health lecturer and author
4	<ul style="list-style-type: none"> • Master of Public Health and Bachelor of Arts, Social and Behavioral Sciences • Public health administrator
5	<ul style="list-style-type: none"> • Doctorate in Education Leadership, Master of Arts in Early Childhood Education and Bachelor of Science in Business Administration • Educator, lecturer, consultant and facilitator around early childhood development, equity practices, and trauma informed approaches
6	<ul style="list-style-type: none"> • Doctor of Medicine, OB/GYN and Master of Public Health • Healthcare administrative consultant and retired medical doctor and public health administrator
7	<ul style="list-style-type: none"> • Doctorate, Organizational Development/Analysis • Consultant; organizational development, strategic analysis, and equity strategist

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Reviewer	Education/Credentials/Professional Experience
8	<ul style="list-style-type: none">• Masters of Social Work, Bachelor of Social Work, and Licensed Clinical Social Worker• Behavioral health practitioner and Trauma Informed Systems practitioner
9	<ul style="list-style-type: none">• Master of Arts and Marriage and Family Therapist Intern• Public health administrator; School-Based Health and Wellness Consultant