

PRESENTATION

Decision-Making Process to Date

In order to focus our work as a council. We have gathered and analyzed input from council members through an intentional process:

1. July & August - 1 on 1 Member Meetings
 - Discussed our strengths, opportunities, aspirations and results.
 - Summarized highlights in [Family Policy Council Membership Report - Summer 2020](#). Here are some key takeaways:
 - We will bring an anti-racism approach to all efforts that we take on and audit all our recommendations through the lens of equity. Equity is our north star.
 - We develop policy and program recommendations aimed at improving the quality of life for Cambridge children, youth and families.
 - We are a diverse group of stakeholders who meet regularly and have the opportunity to get to know each, strengthen relationships, and share important information and resources.
 - The Cambridge Youth Council is our key partner in learning what to recommend and how to coordinate efforts. Young people must be at the table when we talk about issues impacting them.
 - We will prioritize work that is within our capacity and there are clear ways for members to contribute.
2. September - Agreed on what the Family Policy Council is and the criteria we will use to choose an area of focus for 2020-21. Hosted small group session to run proposed areas of focus through the criteria; 7 groups reviewed 10 areas and chose their top 3 with the following results
 - Translation (Language Access) - 7 votes
 - Anti-Racism Learning - 4 votes
 - Data/Data Dashboard - 3 votes
 - Universal Basic Income - 2 votes
 - Children's Budget - 2 votes
 - Covid Learning - 2 votes
 - One Stop Shop - 1 vote
 - Covid Now - 0 votes
 - One City/One Fund - CPS planning on working on this issue and will keep us posted.
 - Math Matters for Equity (MM4E) - While there was a strong belief that MM4E is important, it was not a top 3 pick.

Proposal for Focus Areas

Based on the input solicited from council members, we have developed the following proposal for the council's 2020-21 work. The proposal includes two key focus areas, one that is predominately **external** and another that is primarily **internal**. In addition, we have embedded the recommendation to focus on data utilization into the external focus area. This will allow us to build our data capacity over time with the long-term goal of developing a data dashboard.

- **LANGUAGE ACCESS (External)**: The Family Policy Council will investigate ways to develop city-wide supports and systems to provide language access resources to families and providers, and, if necessary, develop recommendations for implementation. Language access includes written translation, interpretation/live translation, cultural translation, and civic engagement.
 - Learn what language access means (i.e. interpretations vs. translations).
 - Gather information and assess needs to identify needs, gaps and key players.
 - Identify the key data points and the measures to track them (*Note: This will serve as important learning for a future dashboard*).
 - Develop and implement a work plan for the Family Policy Council.
 - Make recommendations regarding policies, practices, data and/or resources. This will include identifying and/or creating a place for the work to be sustained in the future.

- **ANTI-RACISM COLLECTIVE LEARNING (Internal)**: The Family Policy will commit to learn about and take actions to become antiracists, as individuals and as a group. This internal work is a vital step toward our goal of creating a city that is equitable and allows all to thrive. We are thoughtfully and intentionally investing in the internal work first so we can support effective anti-racist work in the community. Next Steps:
 - Research, select and provide professional development and learning opportunities best suited for the group (e.g., Factuality).
 - Based on our collective learning this year, identify actions where the group and individual council members can influence policies, practices, and organizational culture to be anti-racist.

- **Math Matters for Equity (MM4E)**: We will continue to learn and support efforts to build a culture where math is for everyone. Next Steps:
 - Reach out to Cambridge Public Schools, Department of Human Service Programs, Birth-3rd Partnership, Agenda for Children Literacy, STEAM, Library, Agenda for Children OST, Math Talk, and others to find out the current status.
 - Report back to the Family Policy Council and determine the council's role and actions.

SMALL GROUP DISCUSSION QUESTIONS

1. What excites you about the proposal?
2. What needs to be changed? What is missing?
3. What are some unintended consequences of moving forward with this proposal?
4. Bring recommended changes to the whole group discussion.