



March 17, 2022 5:15 p.m. – 7:15 p.m.

Zoom: <https://cambridgema.zoom.us/j/92461748993>

Summary of Conversation Topics

- CYC updates
- Language Justice Updates
- Mental Health

Present:

Chair: Mayor Siddiqui

Members: Tina Alu, Akriti Bhambi, Christine Elow, Fred Fantini, Wendy Georgan, Bob Gittens, Sophie Goldman, Michelle Godfrey, Kim Goldstein, Victoria Greer, Liz Hill, Tabbie Howard, ~~Mike Johnston~~, David Kale, ~~Christine Kim~~, Elijah Lee-Robinson, ~~Michelle Lower~~, ~~Alanna Mallon~~, Maria McCauley, Derrick Neal, Geeta Pradhan, ~~Bridget Rodriguez~~, Ellen Semonoff, Tagesech Wabeto, Elaine Wen

Executive Director: Nancy Tauber

Find It Manager and Notetaker: Andrew Liedtka

CYC Members: Kaliab Tate, Eliana Mamo, Urbana Barua,

Guests: Susan Richards, Khari Milner, Lisa Grant, Jen Baily, Sue Walsh, Michelle Farnum, Tawanya Garrett, Nicole Gittens, Manuel Fernandez, Lyndsay Pinkus, Barbara Mullen, Claire Spinner, Nick DeSouza

5:15 Meeting Starts

Welcome and Introductions

Family Policy Council Business

- Adoption of Minutes (February 17, 2022)
- Public Comment
- Announcements
 - We will have a language justice update at our next meeting - May 5th
 - Application to be a member of the Initial Screening Committee for the City Manager search is open until March 31st. You can apply using this link: <https://tinyurl.com/InitialScreeningCommittee>
For more information on the Screening Committee, click [here](#) to be taken to the CoUrbanize Updates page. Folks can also check the [City's website](#) for information by clicking the banner located on the homepage.
 - Cambridge Family & Children's Services changed its name to Bridges Homeward.

CYC Updates

- MBTA
 - Drafting a proposal, meeting with School Committee member Wilson, Fair Free Bus Program started work this week - 2 CYC members are on the committee. Could use feedback reading over the proposal when finished.
- Mental Health
 - Working on Mental Health Workshops, collaborating with CRLS, still in the creating phase. Could use young people as practice participants.

What is the Family Policy Council and Criteria Choosing an Area of Focus - Nancy Tauber Cambridge Cradle to Career Pipeline - Presentation Slides

Overview - Khari Milner

Panel Discussion Participants

- Michelle Farnum - Facilitator
- Lisa Grant - Birth to 3rd Grade Partnership
- Jen Baily - Agenda for Children Literacy
- Susan Richards and Khari Milner - Agenda for Children Out of School Time
- STEAM -
- RAY (reaching All Youth) - Sue Walsh
- College Success Initiative - Tawanya Garrett

Brief overview of each initiative

B3 - Connect early childhood ecosystem, supporting providers across Cambridge

- Continuous Quality Improvement — 35 childcare centers provide coaching to improve quality.
- Scholarship Program — provides families with scholarships and case management.
- Professional Development — week of young child, coursework at no cost to staff.
- Info sharing between PK and K teachers, providing families with information to help with transition.
- Designing a system of universal PK to provide programming to all 4 year olds.

AFC Lit - early literacy focused on families B-8 years old

- Connect families to community resources.
- Let's Talk — early literacy, targeted outreach but universal
- Literacy Ambassadors — do home visits, distribute resources, work with providers and families, lots through Cambridge Public Library
- Cambridge Dads — work to help dads feel supported and organizations to be more father-friendly, plus activities.
- Pathways to Families Success — K-3rd grade, learning about the US public school system, connecting parents, field trips focused on areas of learning.

AFC OST - anchored in DHSP and CPS, supports youth servicing community in Cambridge, highest quality OST for all children and families.

- OST Learning Institute — all levels of training to all OST staff, 60 programs, over 400 staff, city and NPOs.
- Networks — ESON, MSN, RAY/HS Network — coordinate OST providers across programs, reaching out to all youth to connect with opportunities.
- Leadership Coaching, OST Coalition — looking at the capacity of the system to serve more children. Helped catalyze programs coordinating funding from various sources, foundations and gov't.
- New Parent Advisory Group — advising the work of the Networks.

STEAM - The Cambridge STEAM Initiative is a partnership between the Department of Human Service Programs, the Cambridge Public Library, and the Cambridge Public Schools, designed to engage the broader STEAM ecosystem of higher education, industry and the community to build more equitable access to quality STEAM programming and the innovation economy.

- PD: The Initiative works to strengthen, support, and connect existing OST partners in the delivery of quality STEAM programming, sharing the knowledge of practitioners.
- Partnership and Evaluation: Working with district on Math mindsets survey data analysis with CSUS students: report is completed. Very interesting trends.
- Systems building work: Continued work on spaces of belonging training. Teen focus groups to assess impact and efficacy. Follow up survey for participants.

CSI - The College Success Initiative's mission is to support Cambridge Rindge and Latin School and Community Learning Center graduates who are first-generation, immigrant, low-income, Black and Latino students successfully achieve their college degree. We presently support graduates who go on to attend Umass Boston and Bunker Hill Community College. We do this in conjunction with other college access and readiness programs, institutional partners, as well as the amazing resources the city of Cambridge offers its residents.

A key component of CSI is our Coaching program, Success Coaches support students and their families by helping students navigate the higher education system as well personal challenges that can derail them from their goal.

Story that illustrates how you support families and their children or those who work with them

- B3 - a specific child and family they worked with came two years ago seeking a scholarship for entry to PK, the child was enrolled in a quality improvement site, both teams noticed the child had a special need, were able to support the family going through the evaluation process and overcome fears and uncertainty. Found a place in Special Start but needed full coverage, found a 2nd site for afterschool and provided transportation when needed. Coordinated information sharing about how to set up appropriate environments and materials for the child across programs, about to transition again, coordinating K placement and OST placement. Doing this for all the

children they support, tying together all the staff and adults that influence and support the child.

- AFC Lit - A mom with a young child, learning about ways to talk and sing with her child but worried about language intervention, helped set them up with Early Intervention. A dad they convinced to come to a Cambridge Dad's series, had a difficult time with divorce and needed resources, built relationships through Dads and thrived in support groups. A child going to school across town from where they lived, Pathways coordinator rode the bus with them to the event, worked up the courage to talk to other families and the child had a great time and felt excited about school.
- AFC OST - connected to efforts during pandemic to help families access in-person supports and OST. Focused on 4th and 5th graders at first, COVID prevented all the grades from coming back. Those grades didn't have the option when younger grades came back. Lots of households needed support during the school day and into the afternoon. They worked with schools to identify high priority students, targeted outreach, lots of youth arrived to the programs having a tough time engaging on screen, over time the young person opened up and demonstrated learning and advancing in their interest in mathematics. When that person went back in-person, heard from school staff that the student was thriving, noticeably engaged. Lots of stories like this, one youth, one family at a time.
- STEAM - In collaboration w/B3: Preschool/JK/K OST 4-part workshop series in May focused on environments/activities that foster curiosity. Engaging local STEAMer's to deliver workshops and will have a celebration to share back.

The Initiative continues to support the work of math-focused, youth-serving organizations – Young People's Project, Math Talk, and Tutoring Plus – to advance the Math Matters for Equity project. This project, funded by the Family Policy Council, empowers residents in the most under-resourced neighborhoods to cultivate a community of math learners and advocates for Black and brown students who are most impacted by the inequities of the education system. The new Bob Moses MathTrail will be unveiled in the Port neighborhood in the spring with playful math activities that connect to math in our everyday lives to center community conversations on joyful, experiential math.

- CSI - CRLS graduate RM, graduated in 2015, was selected by Principal Smith and Lynn Williams, head of Guidance, to receive the BHCC President's Scholarship (one free year at BHCC). As a DACA student, they were not eligible for Federal financial aid (e.g., Pell Grant). RM had a strong first year and was awarded the City of Cambridge Scholarship that covered another semester. With the help of their mentor, CRLS alumni parent, RM took the CLEP exam, earning 12 FREE credits towards their degree for Spanish language fluency, as well as two free classes at Boston College. While at BHCC, RM worked at Amigos Afterschool and served on the City of Cambridge Commission on Immigrant Rights and Citizenship. They recently asked Success Coach Beth about returning to BHCC, and becoming the future Director for CSI. They received the BHCC Immigration

Scholarship igniting their return. Since stopping out, RM has been working full-time at CDD, (a job she secured through Maya in OWD) and is taking one class per semester, and will be graduating this May!!!

A challenge you are facing

- B3 - Early Childhood Workforce — there's a significant shortage of staff/new hires, overrepresented by women and people of color making poverty wages working on the front lines similar to the families they're supporting. How do we provide them with the environment, resources, pay, access, respect, and support they deserve to succeed and continue the work.
- AFC Lit - It's really hard for parents to focus on early literacy and early development when they're worried about basic income and needs for their family. They're prioritizing and forced to cut out the former, so fixing the latter is an essential part of creating access. The impacts of COVID-19 and how to adjust, fight burnout, address new and more complex needs.
- AFC OST - It starts as youth and child-centered. How do we work across the many depts, initiatives, providers, educators, counselors, how do we best support sharing information, data, and stories to help collectively support young people across the continuum of care? Privacy, legal policies, trust, experience, bias all come into play that create a challenging environment to get a holistic and wide-angle view of young people and discerning where the failures and successes occur, and identifying families that are falling through the cracks. Some kind of student support plan or shared dashboard for student/family profiles.
- STEAM - Purposeful partnerships; adults slow down long enough to see what is possible together to make smoother transitions and better outcomes for children.
- CSI - An agreed-upon definition of partnership to ensure we all are getting what we need from each other as we continue to serve Cambridge families.

Breakouts

- *Name, pronouns, connection to FPC, and 1 hope you have for the children and youth of Cambridge*
 - *What did you notice during the presentation?*
 - *What questions do you have?*
 - *How does this inform the future work of the Family Policy? Do you have any ideas for the Family Policy Council's next area of focus?*
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7:15: Adjourn