

CHILDREN'S SERVICES COUNCIL OF BROWARD COUNTY

This meeting was held @ 6600 W. Commercial Blvd., Lauderhill, FL 33319
and by Zoom Webinar with public access by computer or phone

November 19, 2020

9:30 A.M.

Minutes

Members in Physical Attendance:

Governor Appointee Cathy Donnelly (Chair); Broward County Commissioner Beam Furr; Judge Kenneth L. Gillespie (@ 10:40am); Governor Appointee David H. Kenton; DCF Community Development Administrator Dawn Liberta; Governor Appointee Tom Powers

Members in Virtual Attendance:

Judge Kenneth L. Gillespie (up until 10:35am); School Board Member Donna P. Korn; School Superintendent Robert W. Runcie; Governor Appointee Maria Schneider; Governor Appointee Jeffrey S. Wood

Counsel Present:

Garry Johnson, Esq.

Council Members Absent:

Health Department Director Paula Thaqi;

Staff in Attendance:

Cindy Arenberg Seltzer, President/CEO; Monti Larsen, COO; Sandra Bernard-Bastien; Maria Juarez; Sue Gallagher; Marlando Christie; Laura Ganci; Dion Smith; Nancy Cohn; Michelle Hamilton; Andrew Leone; Kathleen Campbell; Amy Jacques; Madeline Jones; Marissa Aquino; Gloria Putiak; Jennifer Wennberg; Kyle Jones; Megan Turetsky; Brooke Sherman; Camila Romero; Carl Dasse; Meg Wallace; Piper Weber; Liza Khan; Lynn Kalmes; Erin Byrne; Joshua Caraballo; Pooja Yajnik; Angie Buchter; Keyonia Lawson; Akil Edwards; Parry Silcox; Jill Denis-Lay; Danielle Bachelder; Roxanne Smith; Shawanda Spencer; Trisha Dowell; Cynthia Reynoso; Nelson Giraldo; Johnsingh Jeyasingh; Jessica Rincon; Katrina Welch; Adamma DuCille; Clarice Horton; Diego Alvarez; Yolanda Meadows; Travis Johnson; Kimberlee Reid; Aisha Castleberry; Melissa Soza; Jocelin Eubanks; Jimmy Jean; Fern Phillip; Latora Steel; Lorenzo "Lolo"

Benaine; Jennifer Fletcher; Colleen Carpenter; Andria Dewson; Tabitha Bush; Valencia McConnico-Bell

Guests in Attendance:

See Attachment 1

Agenda:

I. Call to Order:

Ms. Donnelly called the meeting to order at 9:34 A.M.

II. Roll Call:

The roll was called and it was noted that a quorum was not established. It was announced that each agenda item would be discussed now with Judge Gillespie participating in the discussion via Zoom and voted upon when Judge Gillespie arrived, thereby establishing a quorum physically present in the room. Judge Gillespie arrived at 10:40am and the votes occurred shortly thereafter.

III. Chair's Report:

a) Comments:

Council Members took a moment to allow the body and mind to settle and focus before they considered the meeting agenda items.

Ms. Donnelly noted that while this is the 20th Anniversary of CSC, there will be opportunities to celebrate in 2021. She stated that the Council will consider any ideas in January and asked Members to share any ideas with staff.

Ms. Donnelly reminded Members of the Nominating Committee meeting following today's meeting and asked that they let Ms. Jacques know if they were interested in serving as an officer next year.

b) New School Board Representative:

Ms. Donnelly welcomed new Council Member Donna Korn, who was appointed earlier this week to serve as the representative for the School Board of Broward County.

Ms. Korn thanked the Council for the warm welcome. She noted that she has served on the School Board since 2001 and had served many years on the Children's Services Board but had always looked forward to an

opportunity to serve on the Children's Services Council. She explained that while real estate is her career, serving children is her passion.

c) Council Minutes:

ACTION: The Council meeting minutes were part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

d) FY 20/21 COLA & Contract terms for President/CEO:

Ms. Donnelly explained that when the Council hired a professional firm four years ago to conduct a salary audit, it was determined that the President/CEO would be positioned to be at a mid-term level as of last year, with an expected \$15,000 increase this year to meet the market value in Broward. She further explained that Ms. Seltzer requested not to receive that increase this year, despite the strong reviews she received from the Council Members, due to the current economic struggles in the community brought on by COVID. Ms. Donnelly hoped that everything would be better next year and stated that she would like to see Ms. Seltzer appropriately compensated at that time, as she also didn't want any repercussions further down the line when the time would come to attract the same high-quality individual upon Ms. Seltzer's retirement.

Commissioner Furr stated that the Council was lucky to have Ms. Seltzer.

Ms. Seltzer stated that it was an amazing privilege to serve the children and families of Broward. She thanked the Council members for their evaluation and comments and expressed a desire to live up to the confidence they have in her. She reiterated her strong feelings that she not receive a raise when so many families were struggling to maintain their homes during the Pandemic, stating her preference that the money be used instead to serve the community during these times of hardship and uncertainty. She hoped that next year would be better and that she would be appropriately compensated at that time.

ACTION: Commissioner Furr made a motion to approve the President/CEO Cost of Living Adjustment for FY 2020/21 and new contract terms for FY 20/21, as presented. The motion was seconded by Mr. Powers and passed with no opposing votes.

e) December Meeting Cancellation:

Ms. Donnelly reminded Members that there will be no December meeting and wished them and CSC staff a peaceful holiday season.

IV. President's Report:

a) Good of the Order:

Ms. Arenberg Seltzer welcomed Ms. Korn to the Council.

Ms. Arenberg Seltzer highlighted the recent successful Girls Summit 2020, noting that 57 attendees completed the survey, with more than 80% ranking the overall quality and content of the Summit as excellent or good. She also noted that there were many interesting presentations by great organizations, and that the participants were able to receive goody bags even though it was a virtual event.

Ms. Arenberg Seltzer explained that while the community was unable to have its signature afterschool event this year for the annual Lights on Afterschool celebration, there were numerous individual virtual events. Members viewed a video highlighting the local celebration.

CSC Broward was recently recognized by the United Nations Association – Broward County Chapter, on the occasion of the 75th Anniversary of the United Nations Charter, as one of their 2020 UN Day Honor Roll Organizations. Ms. Arenberg Seltzer thanked Ms. Donnelly for accepting on behalf of the CSC. Members viewed a video excerpt of the recognition.

Ms. Arenberg Seltzer announced that CSC Broward was awarded yet again the Government Finance Officers Association's (GFAO) Certificate of Achievement for Excellence in Financial Reporting. The Certificate of Achievement is the highest form of recognition in governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management. She stated how proud she was of Ms. Monti Larsen, Chief Operating Officer; Ms. Kathleen Campbell, Director of Finance; and the entire Fiscal Team for their financial excellence.

Ms. Arenberg Seltzer briefly foreshadowed the racial equity discussion to be held during the roundtable toward the end of the meeting and noted that the Broward County Commission is considering the creation of a county-wide task force on race equity.

b) COVID-19 Update:

Ms. Arenberg Seltzer announced that the 100,000 donated masks mentioned at the last meeting had arrived and was thanks to a connection made through Ms. Laurie Sallarulo at Junior Achievement. The masks will be distributed to community programs as needed.

Ms. Arenberg Seltzer noted that most of the CSC-funded Learning Pods closed when the schools opened, except for pods located near five schools that didn't open due to facility issues. Currently there is just one school that has yet to re-open. She explained that funds existed within the current budget program area to cover the pods' expenses.

i. COVID-19 Emergency Funding for CEC Food Distribution Program:

Ms. Arenberg Seltzer explained that while the food distribution programs under consideration today fell under the COVID-19 Emergency Funding authority she was previously granted, based on when they were submitted, she was coming to the Council today for approval, instead of ratification, to use those funds for the specific food distribution programs outlined in the meeting packet.

Commissioner Furr spoke to Community Enhancement Collaboration's (CEC) long-standing work and collaboration in the community, mostly with little money but tremendous support from the community. He requested that staff keep an eye on the program and community need to see if they need more support in the future.

Ms. Arenberg Seltzer agreed that a close eye will be kept on the program and need, noting that it is a big collaborative partnership with the United Way of Broward County, the Wawa Foundation, the Walmart Foundation, and the Dunkin Joy in Childhood Foundation. She agreed that Ms. Nadine McCrea, Executive Director for CEC, has worked hard to be worthy of this funding.

Mr. Powers requested confirmation that both food distribution programs under consideration will only serve children in Broward County.

Ms. Arenberg Seltzer confirmed that only Broward families with children will be served with CSC funds and that it will be tracked along the way. She added that CEC is based in Hollywood and serves

families residing in Hollywood and the surrounding area. She further explained that staff will connect both feeding programs with CSC-funded agencies so that the families who are facing challenges will be known and served.

Ms. Liberta noted that numerous calls for food and financial assistance have recently been received from the Hollywood/Miramar area, so she was glad that area will receive additional resources and support.

ACTION: The CEC Food Distribution Program was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

ii. COVID-19 Emergency Funding for Deliver Lean Cares Pilot:

Ms. Arenberg Seltzer highlighted a proposed pilot partnership with Deliver Lean Cares to provide prepared meals to children and families during the December school holiday break. This pilot will test a different food distribution model in the Northeast quadrant of the County, a model that delivers nutritious, prepared, ready-to-heat and eat meals directly to the homes of families who are likely to have difficulty accessing other types of food distribution efforts.

ACTION: Commissioner Furr made a motion to approve COVID-19 emergency funding for Deliver Lean Cares Holiday Hunger Relief Pilot in NE Broward, as presented. The motion was seconded by Judge Gillespie and passed with no opposing votes and one abstention from Mr. Wood, who submitted the attached voting conflict form.

c) December Office Schedule:

Ms. Arenberg Seltzer explained that the tradition of closing the CSC office during the week between Christmas and New Year's began in 2008 to give staff a little break during the economic downturn. It proved to be popular and a nice opportunity for staff to recharge and has continued ever since, but with staff using annual leave for those days. She announced that the office will be closed this year from December 25th – January 1st.

V. Chief Program Officer Report:

Respite RFP Rating Committee:

Ms. Juarez welcomed Ms. Korn to the Council and then highlighted the proposed Respite RFP Rating Committee.

ACTION: The Respite RFP Rating Committee was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

VI. Chief Innovation Officer (CIO) Report:

Florida Institute for Child Welfare (FICW) Affiliate Member MOU:

Dr. Gallagher welcomed Ms. Korn to the Council and then highlighted the proposed opportunity to join the FICW statewide research affiliate network.

ACTION: The FICW Affiliate Member MOU was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

VII. Chief Communications Officer (CCO) Report:

a) Racial Equity Training & Support Cadre RFQ Rating Committee:

Ms. Bernard-Bastien wished all a happy Thanksgiving and welcomed Ms. Korn to the Council. She then highlighted the two items under her Report. Ms. Donnelly requested to be added to the Racial Equity Training and Support Cadre RFQ Rating Committee.

ACTION: The Racial Equity Training & Support Cadre RFQ Rating Committee was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

b) Racial Equity Institute (REI) Workshops:

Ms. Bernard-Bastien highlighted the proposed action items for the REI workshops.

ACTION: The REI workshops were part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

c) Read for the Record Final Report:

Ms. Bernard-Bastien highlighted the successful virtual Read for the Record, noting that it was better than anticipated when first deciding that it would be virtual this year. Volunteers read virtually to the students, with HandsOn Broward recruiting 308 volunteers and the schools recruiting an additional 423 volunteer readers. Additionally, Story Walks featuring the same book were created in the cities of Davie, Plantation, Tamarac, and Parkland. Ms. Bernard-Bastien noted that the Story Walks were so successful that the cities plan to continue them throughout the year. She stated that the books will be distributed when all students are back in the schools.

VIII. Chief Operating Officer Report:

Ms. Larsen welcomed Ms. Korn to the Council.

a) Disposal of Additional Equipment:

Ms. Larsen explained that some additional old equipment had inadvertently been left off the disposal list previously approved by the Council in October.

ACTION: The disposal of additional equipment was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

b) Financial Statements:

ACTION: The Financial Statements were part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

c) Budget Carryforward:

Ms. Larsen briefly highlighted the requested budget carryforward items for FY 20/21, as outlined in the meeting information packet, with a total of an additional \$5.2 million in carryforward in the FY 20/21 budget.

Ms. Arenberg Seltzer drew attention to staff's suggestion to move an additional \$1.5 million from Budget Carryforward into general Unallocated for any emergencies or new demands arising in FY 20/21. She highlighted homeless/displaced families as an emerging gap that may need additional resources and attention to keep families stable and prevent entry into the

system. She explained that while this would be a new area for the CSC, having traditionally been under the purview of the County and the Children's Services Board, a collaborative community partnership would make a significant impact. She added that the Council would use one-time funds over a set period, such as two-three years, to meet the need and help families get back on their feet. She requested consensus to use Budget Carryforward for this community need.

Mr. Powers agreed there is a need in this area, but he wanted to be sure that there was an end-date and that it did not continue into perpetuity. Ms. Arenberg Seltzer assured him it would be for only two to three years.

Dr. Kenton wanted to ensure there was a long-term approach to sustain these families after the two to three years of support. Ms. Arenberg Seltzer agreed and noted that they would look to those funded programs that already have prosperity components such as financial literacy and counseling around fiscal cliffs. She also added that she hoped the housing/financial situation would change in two-three years, noting that hopefully it would take less than the two years on average it takes to currently stabilize and provide wraparound services to those struggling with chronic homelessness, especially since the families we would support would be new to homelessness due to COVID.

Judge Gillespie arrived at 10:40am.

Consensus was reached to explore how CSC could be beneficial in the community collaborative toward keeping families from entering into homelessness.

ACTION: The Budget Carryforward was part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

d) Invoices, P.O.s & Contracts:

Ms. Larsen noted a Scribner's error in the Speaking for the Future item, stating that the vendor should be the Broward Education Foundation instead of the School Board. She added that the CRA payments were

included this month.

ACTION: The invoices, P.O.s & contracts were part of a larger motion by Commissioner Furr that was seconded by Mr. Powers and passed with no opposing votes.

IX. Agency Capacity Building Committee Report:

Dr. Kenton summarized the November 5th meeting of the Agency Capacity Building Committee. He highlighted a phenomenal presentation on the Children's Strategic Plan and its many community committees by Dr. Keisha Grey, CSC's Senior Strategy Manager, as well as a panel discussion on leadership development.

X. Funders Forum Report:

Ms. Juarez summarized the recent meeting of the Funders Forum and announced that the next meeting will be held on December 9th.

XI. Public Comment:

There were no comments from the public.

XII. Council Members' Roundtable:

CSC staff led a Roundtable presentation on the racial equity work being conducted to support agency executives in outlining pathways for adopting and institutionalizing anti-racist policies and practices.

Ms. Arenberg Seltzer provided context around CSC's leadership role with the County in the racial equity work, which began with convening CSC-funded CEOs in April to explore how best to respond in this area. She commended CSC staff for their efforts, including Ms. Adamma Ducille (Assistant Director of Training and Capacity Building), Dr. Gallagher, Dr. Grey, Roxanne Smith (Senior Training Manager), and Michelle Hagues (Senior Programs Manager).

Ms. DuCille outlined the CSC Service Goals for which this work falls under, Goal 1.1 to support provider agency efforts to enhance their infrastructure and service delivery effectiveness and Goal 1.2 to research and evaluate systems of care.

Dr. Gallagher highlighted the start of the racial equity conversation at CSC in 2015 after staff attended the Courageous Conversation Workshop hosted by the Broward County Public Schools and continued at the May 2015 Budget Retreat when a CSC Member invited staff to go deeper in understanding program effectiveness in the 33311 zip code, and then with the formation of the Broward

Partners for Racial Equity with the Broward County Human Services Department. Dr. Gallagher explained that CSC then partnered with national trainers to develop a common language and shared analysis in the community, and she and Ms. Hagues created a local history training that they have shared with thousands of community members.

Ms. DuCille highlighted the significant impact of the Broward Partners for Racial Equity (BPRES), a group of local funders and system leaders committed to individual and organizational level change, addressing race-based inequity, co-creating equity building strategies, and mitigating disparate outcomes. She listed the anchor partners who fund trainings and workshops in the community: CSC, Broward County Human Services Department, Broward County Public Schools, Florida Department of Health in Broward County, Broward Sheriff's Office, Broward College, United Way of Broward County, and the Florida Association of Healthy Start Coalitions.

Ms. DuCille briefly explained how the Broward CEOs for Racial Equity grew out of the BPRES and introduced the group's leadership team, which consists of Ms. Sandra Veszi Einhorn (Executive Director of the Coordinating Council of Broward and the Nonprofit Alliance of Broward), Dr. Germaine Smith-Baugh (President and CEO of the Urban League of Broward County), and Cornell Crews (Executive Director of the Community Reinvestment Alliance of South Florida).

Ms. Einhorn highlighted the creation and work of the Broward CEOs for Racial Equity, which is a non-profit group comprised of 90 CEOs in Broward County. The group receives backbone support from CSC, Broward County Human Service Department, and the Nonprofit Executive Alliance of Broward.

Mr. Crews, Jr., discussed the tools and strategies created by the Broward Partners for Racial Equity to assist the CEOs in advancing racial equity work in their organizations.

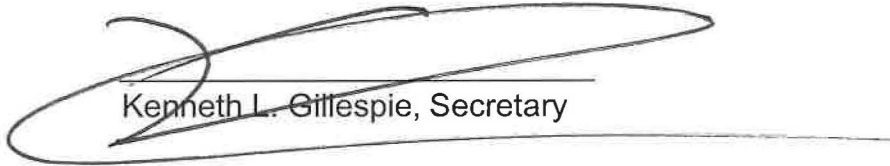
Dr. Smith-Baugh outlined pathways to equitable outcomes that were shared with the CEOs. Those pathways include initial and ongoing education, operationalizing racial equity, coalition building with partners, and policy, systems & community change. She then highlighted emerging principles and best practices, such as using data to drive the process; disaggregating data by race, gender, etc.; incorporating youth and families' lived experiences; committing to sharing power; requiring child-serving agencies to complete racial equity training; creating brave spaces to support the work; and compensating the youth and families who are co-creators sharing their lived experiences.

Ms. Bundy discussed the County's role in making racial equity a priority with the creation of the Office of Equity and Community within the Broward County Human Services Department. She outlined the new relationships and emerging Broward sectors who are working on racial equity, such as philanthropic leaders, law enforcement, the business community, and government.

Ms. Arenberg Seltzer commended the community partners in this important work.

XIII. Adjournment

The meeting adjourned at 11:48am.



Kenneth L. Gillespie, Secretary

ATTCH 1

MEETING ATTENDEES

*denotes speaker

Name	Organization
Diana Gomez	Sunshine Health
Grace Ramos	The M Network
Michelle Collins	Epilepsy Florida
Mark Reyes	Urban League of Broward County
Ana Valladares	Mujeres Latinas Empowering Women
Christine Heft	Memorial
Andy Fernandez	Firewall Centers
Alice-Lydia Bird	YMCA of South Florida
Idelma Quintana	Broward County
Susan Feldman	YMCA of South Florida
Lisa Clements	YMCA of South Florida
Alison Rodriguez	YMCA of South Florida
Tim Curtin	Memorial
Regine Kanzki	Crockett Foundation, Inc.
Katherine Torgerson	FIU
Sandra Veszi Einhorn*	CCB; Non Profit Executive Alliance
Suzanne Bundy*	Broward County Human Services Department
Cornell Crews, Jr.*	Community Reinvestment Alliance of South Florida
Dr. Germaine Smith-Baugh*	Urban League