



FIRST 5 ALAMEDA COUNTY COMMISSION MEETING AGENDA

**Thursday, February 25, 2021
9:00 AM – 11:30 AM**

**Members of the public may access this meeting via:
Zoom Meeting: <https://zoom.us/j/98415271903>
Meeting ID: 984 1527 1903**

Commissioners: Chair: Renee Herzfeld, Vice Chair: Cecilia Oregón, Wilma Chan, Scott Coffin, Lori Cox, Tomás A. Magaña M.D., Karina Moreno, Kimi Watkins-Tartt

Alternates: Vanessa Cedeño, Aneeka Chaudhry, Anissa Basoco-Villarreal

- 1. Public Comment (for items not listed on the agenda) - Limited to 3 minutes per speaker**
- 2. Approval of Minutes from December 10, 2020**
- 3. Staff Announcements**
 - a. Children’s Health and Child Care Initiative for Alameda County Update**
 - b. General Staff Announcements**
 - c. COVID-19 Response Update and CEO Contract Authorizations**
 - d. F5AC FY 2019-20 Annual Report**
- 4. Communication from Commissioners**
- 5. Election of Officers for Calendar Year 2021**
- 6. FY 2020-21 Mid-Year Budget Update and Proposed Modifications**
- 7. FY 2020-21 Mid-Year Investment Update**
- 8. State Commission and Association Updates**
- 9. Legislation and Public Policy Updates**
- 10. Speaker Series: Centering the Workforce Presentation by Center for the Study of Child Care Employment**

**Workforce Spotlight: ECE Apprenticeship Program – East Bay YMCA
F5AC/Alameda County Social Services/Tipping Point funders**
- 11. Adjournment**

Information about access:

Please contact Julia Otani at julia.otani@first5alameda.org or (510) 227- 6987 three business days in advance if you need special assistance or translation/interpretation support so we can make reasonable arrangements to ensure accessibility. We will swiftly resolve any requests for accommodation to resolve any doubt whatsoever in favor of accessibility.



First 5 Alameda County Commission Meeting
December 10, 2020, 9:00 AM – 11:30 AM
Zoom Webinar Meeting ID: 959 7756 2868

Commissioners Present: Chair: Renee Herzfeld, Vice Chair: Cecilia Oregon Echeverría, Wilma Chan, Scott Coffin, Tomás A. Magaña M.D., Karina Moreno

Commissioner Alternate: Anissa Basoco-Villarreal, Vanessa Cedeño

Excused: Lori Cox, Kimi Watkins-Tartt

First 5 Staff Present: Kristin Spanos, Charla Black-Edwards, Lisa Forti, Christine Hom, Carla Keener, Julia Otani, Ana Rasquiza, Michele Rutherford, Mojgan Vijeh

Guest Presenter: James Harrison

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
CALL TO ORDER			
R. Herzfeld	The Commission meeting was called to order by Chair Herzfeld who gaveled in at 9:03 AM. Chair Herzfeld shared that the meeting was being recorded.	None	None
1. PUBLIC COMMENT			
R. Herzfeld	There was no Public Comment.	None	None
2. APPROVAL OF MINUTES FROM OCTOBER 15, 2020			
R. Herzfeld	[Attachment] Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the October 15, 2020 Commission Meeting minutes.	Motion: K. Moreno Second: C. Echeverría No abstentions. Motion passed.	None
3. STAFF ANNOUNCEMENTS			
K. Spanos J. Harrison	[Attachment] General Staff Announcements A. Children's Health and Child Care Initiative for Alameda County Update <ul style="list-style-type: none"> Agency legal counsel, James Harrison of Olson Remcho provided an update on the Children's Health and Child Care Initiative. Mr. Harrison provided an overview of Measure C activities since the March 2020 election. Most recently, an amended complaint has been filed by the plaintiffs (taxpayer group) that Measure C is a government generated measure and not a voter qualified measure. The County will move on another motion to dismiss the complaint which will be heard in early February 2021. The court indicated that it hopes to move quickly towards a hearing on the merits of the case in late Spring or early Summer 2021 but the timeline may be extended. 	None	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
3. STAFF ANNOUNCEMENTS (Continued)			
K. Spanos	<p>B. General Staff Announcements</p> <ul style="list-style-type: none"> • F5AC released a RFP for the agency's continued equity work which closed on 11/9/20. Four applications were received and are being reviewed. Interviews will be conducted in the coming weeks. The agency's internal equity work will connect with strategic planning efforts. • There have been three meetings with Commissioner Coffin, Alameda Alliance for Health and with Anthem to discuss care coordination. F5AC is working with consultants Lindsey Angelats and Deena Margolis, Focali Consulting to support the development of a concept proposal for care coordination expansion to be shared with the managed care plans. F5AC is also in conversation with Dr. Dayna Long from Benioff Children's Hospital Oakland and the Stupski Foundation to discuss their interest in investing in care coordination expansion. Commissioner Coffin added that the purpose of gathering is to put together a conceptual framework to identify the opportunities between F5AC and connecting further into the managed care MediCal delivery model. This year a pilot was started between Alameda Alliance and F5AC as a starting point; these concepts will help to take planning further in to the service areas that need to be covered for children. • F5AC is working with a fund developer on retainer. F5AC received \$120,000 from Sunlight Giving which has been contracted to the Resource and Referral agencies to fund direct rental, food and utility support to families. F5AC is preparing a proposal to the Aspen Institute to support the ECE apprenticeship pipeline to leverage CalWORKS and Tipping Point funding contributed to the pilot. F5AC is preparing a technology related proposal to ready technology infrastructure should Measure C be approved to meet needs in the child care field. • Ms. Spanos has upcoming meetings in January with Dr. Simms-Mackey from the CA Wellness Foundation regarding investment in policy work and with Jose Corona from Eat, Learn, Play to discuss possible opportunities with the Fatherhood program. • Carla Keener presented on a State panel for a national convening on parent engagement with Angela Cabrera. Ms. Keener shared the work that F5AC is doing in the community and its impact and ability to connect with and raise up family voice as an integral component to the agency's work and the early childhood system. <p>C. COVID-19 Response Update</p> <ul style="list-style-type: none"> • F5AC will present the Commission with a detailed Community Resilience Fund update later in the meeting. A report on the list of CEO approved contracts between \$50,000 to \$250,000 since the last meeting is included in the packet. 		

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
4. 2021 COMMISSION FINAL CALENDAR			
R. Herzfeld	[Attachment] Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the Commission Final Calendar for 2021.	Motion: C. Echeverría Second: S. Coffin No Abstentions. Motion passed.	None
5. COST OF LIVING ADJUSTMENT RECOMMENDATION			
M. Vijeh	[Attachment] Ms. Vijeh presented the Cost of Living Adjustment (COLA) Recommendation <ul style="list-style-type: none"> • Per F5AC's salary guidelines, it is the Commission's responsibility to grant a COLA to employees each year. If approved, a COLA is granted to all full and part-time employees at the beginning of each calendar year. • COLAs are utilized for employee retention purposes and its application to salary ranges allows F5AC to keep up with market rates for recruitment purposes. • Alameda County SEIU and ACMEA represented employees will be receiving COLAs of 3.25%. The Consumer Price Index for the San Francisco Bay Area was 1.1% over the last 12 months, ending October 2020. • The fiscal impact of granting a 3.25% COLA is approximately \$107,000, which was included in the budget that was approved in June 2020. Chair Herzfeld asked if there was any public comment before taking a vote. Chair Herzfeld facilitated the vote to approve the Cost of Living Adjustment Recommendation.	Motion: T. Magaña Second: K. Moreno No Abstentions. Commissioner Chan / Alternate Cedeño stepped out of the meeting and did not vote. Motion passed.	None
6. FY 2019-20 STATE ANNUAL REPORT RECOMMENDATION			
L. Forti	[Attachment] Ms. Forti presented the FY 2019-20 State Annual Report Recommendation <ul style="list-style-type: none"> • Every year, each county is required to submit a report to the state on revenue and expenditures, number of clients served, demographics of those served and evaluation highlights of the year. • There was a 10,000 person increase in the number of people served by the agency and a 15% duplication rate is assumed across funded programs. • Collecting of data demographics was challenging due to COVID related restrictions; Ms. Forti included a brief summary of COVID response efforts in the report. • Evaluation highlights shared included the Kindergarten Readiness Study and the equity informed and participatory action approach to the evaluation of F5AC's Neighborhoods Ready for School grants. Chair Herzfeld asked if there was any public comment. Chair Herzfeld facilitated the vote to approve the FY 2019-20 State Annual Report Recommendation	Motion: S. Coffin Second: C. Echeverría No Abstentions. Motion passed.	None

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
7. COMMUNITY RESILIENCE FUND PRESENTATION			
<p>K. Spanos</p> <p>M. Rutherford</p> <p>C. Hom</p>	<p>[Attachment]</p> <ul style="list-style-type: none"> • F5AC launched the CRF in April 2020 with the goals of 1.) Addressing the needs of families with young children, 2.) Prioritizing investments in communities most vulnerable to racist and classist private and public policies and practices, 3.) Leveraging existing investments and using evaluation data and recommendations. • Total investment to date of nearly \$10.5M has been made to support the Early Childhood Safety Net, Concrete Needs, Base Building/Parent Leadership, Essential Supplies and Grants to Family Child Care Providers. • More than \$2M of funding to 15 school district partners (including 7 charter schools for the Alameda County Office of Education), additional funding to Neighborhoods Ready for School Grantees, Early Learning Community Network Grantees, funding to the Alameda County Board of Supervisors in the amount of \$100,000 to each of the five districts. Each Board Supervisor selected two organizations in their district to receive grants. • Approximately \$3M to support emergency response for concrete needs (i.e. food bank, shelters, essential supplies for families and providers, rental assistance, basic needs supplies). • Alameda County Social Services Agency provided \$4M of federal CARES Act funding to support Alameda County Family Child Care COVID-19 Relief Grants and purchase/distribution of essential supplies to community partners. In June 2020, F5AC also partnered with the Silicon Valley Foundation and Low Income Investment Fund to provide grants to small and large family child care providers. • Alameda County Family Child Care COVID-19 grant funding will be prioritized for all open, family child care providers who serve subsidized children; non-subsidy serving applicants will also be considered, with representation spread across Board of Supervisor districts with consideration for language. • Grant amounts will be up to \$5,000 for small family child care providers, up to \$10,000 for large family child care providers. • Grant application developed in DocuSign, translated in both Spanish and Chinese and released on 11/18/20 with a close date of 12/4/20. • F5AC provided a Technical Assistance webinar on 11/19/20 with over 100 providers attending. • Final award decisions will be made by 12/30/20. Checks will be distributed to approved Family Child Care in early January 2021. 	<p>None</p>	<p>None</p>

AGENDA ITEM SPEAKER	DISCUSSION HIGHLIGHTS	ACTION	FOLLOW UP
8. STATE COMMISSION AND ASSOCIATION UPDATES			
K. Spanos	[Attachment] Ms. Spanos presented the State Commission and Association Updates. <ul style="list-style-type: none"> • Annual First 5 Association meeting was held this week via Zoom. There was a through line related to equity and race in the convening. A presentation on the Master Plan for Early Learning and Care on the second and third meeting days was focused on Medicaid in relation to supports for families. F5AC's Loren Farrar presented on the Help Me Grow program. • Alameda County will continue to be one of the three counties representing the Bay Area on the First 5 Association Policy and Advocacy Committee. 		
9. LEGISLATION AND PUBLIC POLICY UPDATE			
A. Rasquiza	[Attachment] A. Rasquiza presented the Legislation and Public Policy Update. <ul style="list-style-type: none"> • Ms. Rasquiza provided a high level overview of the Master Plan for Early Learning and Care. The document was released on 12/1/20 and is 113 pages. • The document is organized into four strategies: 1.) Providing comprehensive early learning and care for infants and toddlers, 2.) Ensuring that families can easily identify, access and choose care that meets their needs, 3.) Promoting school readiness through universal preschool, and 4.) Growing the quality, size and stability of the early learning and care workforce. 	None	None
10. COMMUNICATION FROM COMMISSIONERS			
	None	None	None
11. ADJOURNMENT			
R. Herzfeld	Chair Herzfeld adjourned the meeting and gaveled out at 11:06 AM.	None	None

Respectfully Submitted By: Julia Otani, Executive Assistant



MEMORANDUM

TO: Members, Alameda County First 5 Commission

FROM: James C. Harrison and Ben Gevercer

DATE: February 23, 2021

RE: Update on Measure C Case

There have been three important developments in the Measure C case.

First, two other appellate court divisions have joined the First District Court of Appeal in ruling that voter-qualified special taxes require only a majority vote to be adopted. On December 17, 2020, the Fifth District Court of Appeal held that Measure P, a sales tax measure earmarked for parks and after-school programs that obtained 52 percent of the vote, had been validly enacted by the voters. *City of Fresno v. Fresno Building Healthy Communities*, 59 Cal. App. 5th 220 (2020). The City Council had certified that the measure failed and the proponents challenged the City's action. The Howard Jarvis Taxpayer Association (HJTA) intervened in the case, arguing that the special tax required a two-thirds vote. The trial court agreed with the City and HJTA, holding that Measure P required a two-thirds vote. The Court of Appeal disagreed, issuing an opinion in which it adopted the reasoning of the First District Court of Appeal and concluded that voter-qualified special taxes only require a majority vote and that Measure P had therefore been approved. HJTA filed a petition for review in the California Supreme Court, which has not yet decided whether to hear the case.

More recently, on January 27, 2021, the First District Court of Appeal upheld the validity of San Francisco's Proposition C, a special tax on commercial rents approved by 51 percent of San Francisco voters. *Howard Jarvis Taxpayers Association v. City and County of San Francisco* (Cal. Ct. App., Jan. 27, 2021, No. A157983) 2021 WL 265412. This case is significant for two reasons. First, the court agreed with the two other appellate courts that concluded that the Constitution requires only a majority vote for voter-qualified special taxes. With three different appellate courts all reaching the same conclusion, the vote threshold for voter-qualified special taxes is beginning to look like a settled question of law.¹ Of course, if the California Supreme Court

¹ There are two additional cases pending in the First District Court of Appeal. A challenge to Oakland's Measure AA, a parcel tax to fund early education and college and career readiness, has been fully briefed and will be scheduled for oral argument soon. In the second appeal, a challenge to San Francisco's Proposition G, a parcel tax for teacher compensation, the final brief will be filed on March 3 and the case will be scheduled for oral argument soon.

were to grant review in either of these cases, that could change. Second, the court held that the involvement of an elected official (a member of the Board of Supervisors) who served as a proponent did not change the analysis. This is important because the challengers to Measure C claim that the involvement of County officials in Measure C converted the measure into a legislative measure subject to a two-thirds vote. It is also significant because the plaintiffs have indicated that they want to engage in fact-finding regarding the involvement of County officials. The Court of Appeal's decision in the Proposition C case could be an opportunity for the County to try to prevent plaintiffs from engaging fact-finding, which would save time and lead to a final resolution in the trial court more quickly.

The second important development is that the trial court postponed the scheduled hearing on the County's motion to dismiss the plaintiffs' validation action from February 9 to March 4, in order to provide the parties with an opportunity to submit a brief to the court regarding the impact of the Proposition C case on the challenge to Measure C. We should have a better sense of how quickly the case will progress following the hearing on March 4.

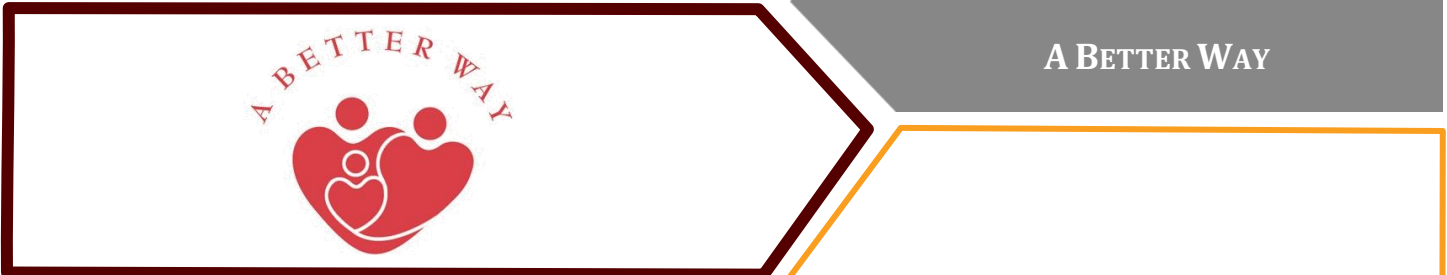
Finally, the plaintiffs have indicated that they intend to add First 5 Alameda County as a defendant in the case. We have reached out to counsel for the plaintiffs to discuss this matter and are awaiting a response.

Please let us know if you have any further questions.

JCH:NL
(004431790)

FATHERHOOD PARTNERSHIP MINI GRANT AWARDEES

The Fatherhood Partnership builds the capacity of participating organizations to offer father-specific parenting education and support groups. This year to support organizations with the development and implementation of their fathers' groups, the Fathers Corp is offering \$4,500 mini-grants to eight organizations. Please find the eight organizations, a brief description of their services, and contact information for each below.

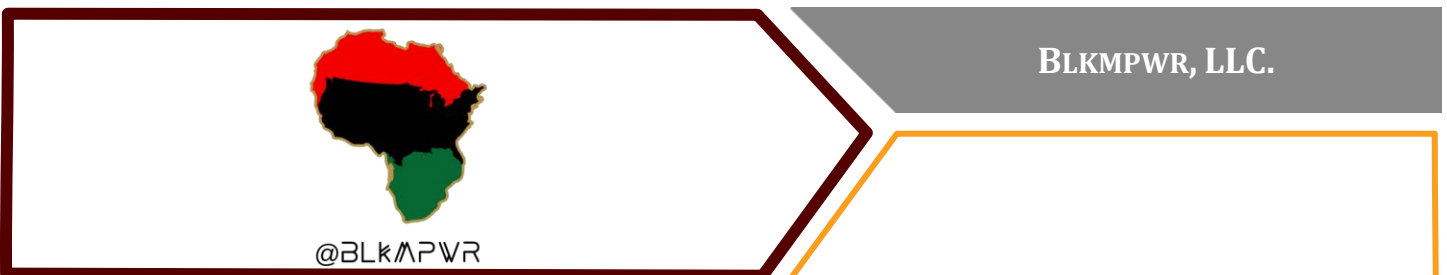


A Better Way was founded in 1996 to support foster families. Since then, they have grown into a comprehensive foster and adoption services agency, providing adoption, community training, parent advocacy, and behavioral health services to children and families in or at risk of entering the foster care system. A Better Way is planning to use its mini-grant award to launch a fathers' group within their Another Road to Safety Program (ARS) in early 2021.

Fathers Group Overview

- Services launching in January 2021
- Offering monthly workshops (available in English and Spanish)
- Serving fathers throughout Alameda County, with a focus on fathers impacted by the child welfare system

Contact Information: Michael Nobles, 510-917-1662, mnobles@abetterwayinc.net
Kimberly Murphy, 510-318-4502, kmurphy@abetterwayinc.net



Blkmpwr, LLC. is an organization and community resource dedicated to advancing education, equity, and empowerment. With that, we have partnered with Berkeley Unified School District to provide a series of engaging workshops for African American fathers and father figures in the district.

Fathers Group Overview

- Services launching in January 2021
- Offering monthly workshops, every Tuesday evening in February (available in English only)
- Serving fathers throughout Alameda County

Contact Information: Anne Callegari, 510-644-8991, anncallegari@berkeley.net



COMMUNITY CHILD CARE COUNCIL
(4Cs) OF ALAMEDA COUNTY

4Cs of Alameda County is a non-profit family resource agency dedicated to strengthening children, families and child care providers in Alameda County since 1972. They provide access to affordable, quality child care by connecting families and providers to a wide network of community partners, child focused resources, and financial assistance programs. Their Community Closet provides families with diapers, wipes, formula, gently used clothing, toys, and food. They also support families and caregivers with Toddler Play & Learn classes as well as recurring parenting classes such as Abriendo Puertas/Opening Doors, Thriving Parenting Series, and Parent Cafes. 4Cs is planning to use their mini-grant award to support its new fatherhood programming.

Fathers Group Overview

- Services launching in February 2021
- Offering 6 bilingual sessions (available in English and Spanish)
- Serving fathers living in South Hayward and Ashland/Cherryland

Contact Information: Alyssa Corsi, alysac@4c-alameda.org



FAMILY PATHS

Family Paths, Inc. (formerly Parental Stress Service) is a non-profit organization of mental health professionals and dedicated volunteers that provide several mental health and supportive services to low income, multi-stressed individuals and families. Services include therapy services, a parenting stress hotline, a foster parent advice hotline, parenting resources and classes, training for community providers working with foster youth and families, and themed- support groups to support individuals dealing with stress and trauma. Family Paths is planning to use its mini-grant award to launch a fathers' group in 2021.

Fathers Group Overview

- Services launching between February 2021 – April 2021
- Offering weekly workshops (available in English and Spanish)
- Serving fathers throughout Alameda County, with a focus on low income Black and Latinx fathers with children ages 0-5; re-entry fathers, and father-figures

Contact Information: Parenting Stress Helpline 1-800-829-3777



Made in Hayward

HAYWARD UNIFIED SCHOOL DISTRICT

The Hayward Unified School District (HUSD) operates a robust Family Engagement Program. Each HUSD school has a Family Engagement Equity and Outreach Specialist on-site. Through the Family Engagement Program, HUSD offers family engagement events throughout the year, as well as a six-week, 2-generation family class that engages multiple generations within each family. HUSD's Parent University also offers workshops for HUSD parents, called Parent Power Sessions, via Zoom on Tuesday evenings from 6:00 PM - 7:00 PM. In addition, HUSD has an active Parent Ambassadors program, which trains parent volunteers to support family engagement activities. HUSD is planning to use its mini-grant award to support the father-focused parent engagement groups that have already launched.

Fathers Group Overview

- Services have launched
- Will offer monthly workshops (available in English and Spanish)
- Serving southern Alameda County (Hayward), with a focus on fathers and father-figures in the HUSD community

Contact Information: Sabrina Aranda, saranda@husd.k12.ca.us or Abdi Habad, ahabad@husd.k12.ca.us



Oakland Public Library

OAKLAND PUBLIC LIBRARY/ THE 81ST AVENUE LIBRARY

The 81st Avenue Library opened on January 29th, 2011, after years of collaboration between the City of Oakland, the State of California, and Oakland Unified School District. The library serves both the public and nearby schools. In addition to borrowing books, families can access a wide range of services at the library, including housing and social service programs, literacy and computer support, and tax assistance. The 81st Avenue Library is planning to use its mini-grant award to launch a fathers' group in February.

Fathers Group Overview

- Services launching in February 2021
- Offering monthly workshops (available in English and Spanish)
- Primarily serving fathers living in East Oakland (but groups will be open to all fathers in Alameda County), with a focus on Black and Latinx fathers and young fathers and father figures

Contact Information: Anthony Propernick, 510-238-3569, apropernick@oaklandlibrary.org or Manny Hernandez, 238-615-5812, mhernandez@oaklandlibrary.org



Positive Communication
Practices

POSITIVE COMMUNICATION
PRACTICE INC.

Positive Communication Practices offers a "Pathways to Fatherhood" (P2F) program for fathers, fathers to be, and father figures. The goal of the P2F program is to provide men with tools and techniques that:

- Build participants' understanding of healthy manhood and its relationship to effective fathering
- Help participants examine their relationship or lack thereof with their biological father
- Increase participants' awareness of the importance of fathers and their impact on children and families
- Support and sustain participants' ability to be effective within their family unit and community

Fathers Group Overview

- Services launching in January 2021
- Offering monthly workshops (available in English only)

Contact Information: Kelvin Potts, 510-917-1505, percypotts1952@gmail.com

Realized Potential, Inc.
RPI

REALIZED POTENTIAL, INC.

Realized Potential Incorporated's (RPI) mission is to provide positive programs and resources to improve the lives of under-served youth and adults. Current fatherhood programming includes non-judgmental group discussions, fatherhood mentors for participants, and a wide range of classes and workshops, including decision-theory/financial literacy, anger management, conflict resolution, and effective communication. Program participants can also schedule individual coaching sessions with staff that focus on life skills, employment readiness, or mentorship needs. RPI also links participants to local support services through its large network of community-based organizations.

Fathers Group Overview

- Services launching in January 2021
- Offering monthly workshops (English only)
- Serving fathers in North County (but all are welcome)
- Serving low-income, young, and/or Black fathers who have school age children

Contact Information: Darren White, dwhite@rpicares.com



The Power of Fathers

A Concept Paper on Fatherhood,
Father Engagement,
and Early Childhood

Harris Professional Development Network
Fatherhood Engagement Committee
January 2021

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EXECUTIVE SUMMARY

The benefits of engaging fathers in very young children's lives are generally acknowledged by leaders in the early childhood field, yet there is more work to do to fully include fathers in family-serving programs. Research and practice show that involving fathers supports healthy childhood development and leads to improved outcomes for fathers, children, families, and communities. Yet not all family-serving programs are intentionally and proactively engaging fathers. In an effort to contribute to the conversation about the importance of father engagement in very young children's lives, the Father Engagement Committee of the Harris Professional Development Network (a group of early childhood mental health professionals) developed a concept paper that aims to provide an overview of the empirical and practical evidence that supports father engagement and offer recommendations on how to make father engagement a reality in all family-serving programs. Our hope is that family-serving program staff who read this concept paper gain a greater understanding of why father engagement matters, what it can look like in practice, and how they can strengthen their own program practices and policies when it comes to authentic and meaningful father engagement. While our effort is not exhaustive, we hope that it advances this important conversation.

This concept paper is rooted in social justice and aims to understand fathers and fatherhood within the context of our culture and collective history. First, we acknowledge that "father" and "fatherhood" are socially constructed identities and concepts normalized through socialization and assigned to those deemed to fit within the bounds of male gender identity. Hence, we define fathers as inclusive of all *father figures*, regardless of their sexual identity, gender identity, or sexual orientation. A social justice perspective on fatherhood engagement also means that we think of father engagement within the context of the systems of oppression in which fathers live. To meaningfully engage fathers, it is essential to understand how racism, sexism, classism, heterosexism, and other systems of oppression have intentionally designed a dominant culture where men are not perceived as important or valued caregivers of young children. Furthermore, men that face racial and/or economic injustices are limited in their ability to be active fathers due to systemic barriers.

In Section 1, we offer an overview of the empirical evidence that demonstrates fathers' wide-ranging contributions to children's early development. For example, studies have shown that father engagement during the prenatal period has a positive impact on mothers and is associated with more positive birth outcomes. Research suggests high-

quality father involvement has a strong positive impact on child development indicators such as academic achievement, emotional well-being, and behavior adjustment. Fathers' frequent participation in child-related activities has beneficial effects on children's cognitive, linguistic, and social emotional development. Research also suggests these beneficial effects are bi-directional, deepening fathers' sense of belonging and meaning. Additionally, research suggests that father participation in family strengthening programs may be an important lever that can support father involvement in children's lives, promote overall family participation in program services, positive changes in children's behavior, and increased use of optimal parenting practices.

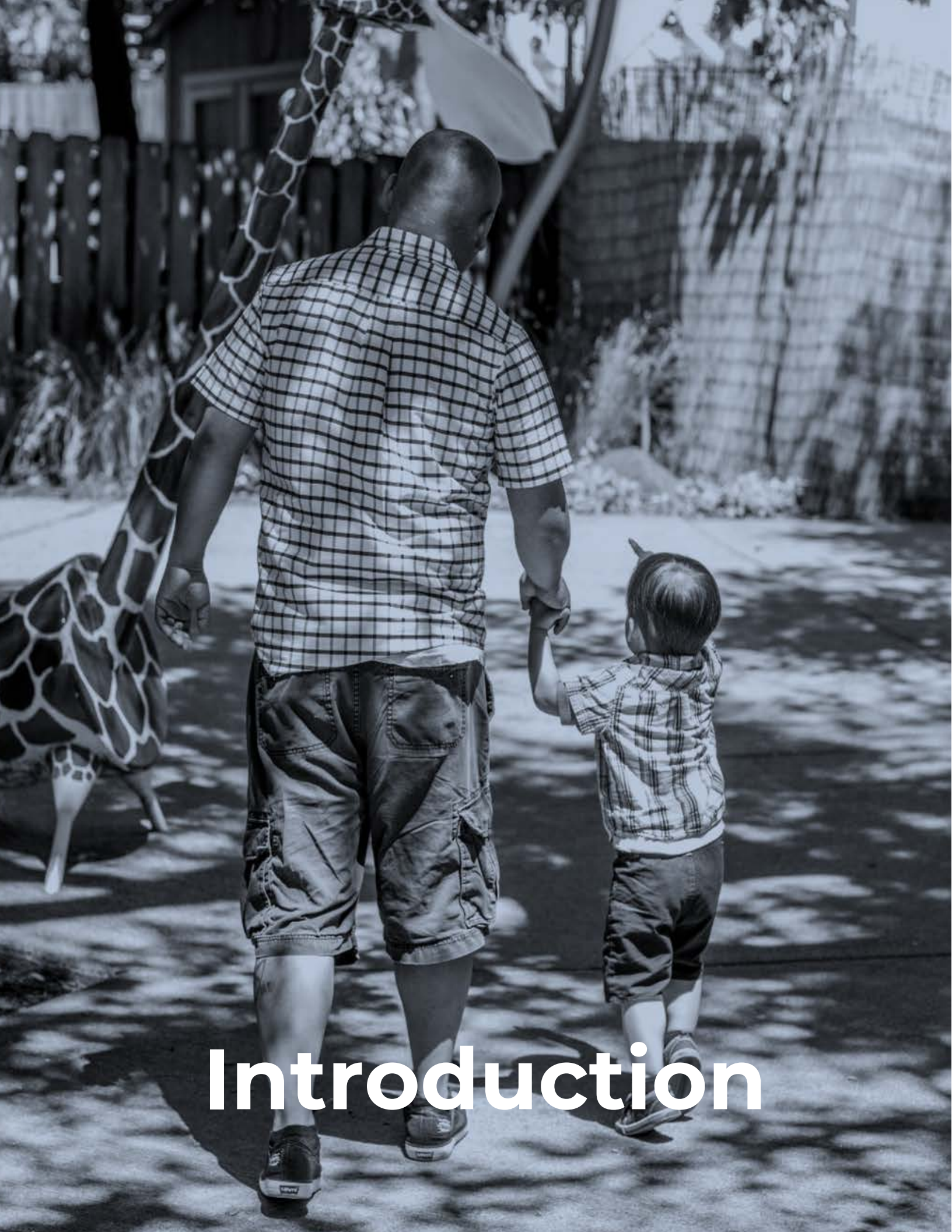
Section 2 presents program spotlights that offer examples of what father engagement looks like across different populations and contexts. Some of the programs included are specifically focused on fathers (e.g. The DAD Projects, The Dove Tail Project), whereas others have a broader family engagement model, but aim to be inclusive of fathers (e.g. Florida State University Young Parent Project, Fussy Baby Network). Each spotlight provides an overview of the community served by the program, the strategy used to engage fathers, and the outcomes sought by the program. This section provides an opportunity to see a range of examples featuring organizations that have embraced father engagement and strive to strengthen efforts to partner with fathers at the community level.

Building on the insights gleaned from research and practice, the concept paper ends with a series of recommendations for strengthening father engagement at the program, policy, and research levels. Family-serving programs interested in strengthening their commitment to father engagement and/or father-friendly services can start by:

- Refreshing their outreach and engagement materials to ensure the use of language, images, and strategies that reflect gender-neutral terms and explicit examples of father/caregiver engagement.
- Articulating a clear commitment to eliminating gender, racial, and class bias.
- Revising program conceptual frameworks and goals to ensure the engagement of males in the child/family system is a priority and value of the organization.
- Eliminating the expectation that mothers are a child's primary caregiver and designing programs that intentionally engage all parents, co-parents, and caregivers.
- Ensuring program policies articulate strategies to engage non-resident male parents/caregivers and promote positive co-parenting relationships as well as strengthened individual parenting.

- Ensuring program curricula are inclusive of evidence-based information and resources.
- Expanding and intensifying supplementary services in fathering/parenting programs to include housing and employment assistance, basic needs assistance, pro-bono or low-cost legal services, and mental health services.

In addition to the programmatic recommendations listed above, Section 3 of the concept paper includes policy and research recommendations that would provide a supportive legislative environment for programmatic change to take hold. This includes elements such as advocating for increased investments in evidence-informed and culturally competent co-parenting programs, and advocating for an overhaul of the systems that impact male participation in their children's lives (e.g. issues regarding incarceration, employment, housing, child support, custody, visitation). Our hope is that this concept paper is an inspiration and catalyst for your program's journey in father engagement. We see it as a living document, and welcome your [feedback, thoughts, and reflections](#).



Introduction

INTRODUCTION

Origins and Goals of the Concept Paper

In March 2019, the Harris Professional Development Network (PDN) Father Engagement Committee began to discuss and imagine a resource that would support programs serving infants and children, and identify key areas for strengthening and building upon their father engagement practices. Committee members wrote this concept paper through examining foundational and emerging research, interviewing programs across the United States, and developing recommendations that can inform programs moving forward. Ultimately, this concept paper is intended to be a roadmap that lays out the terrain of what we know from research and practice; help programs locate where they are in their father engagement work; and inspire programs to begin a journey to strengthen father engagement work.

Overview of the Concept Paper

It is within the context of engaged, responsive relationships that children understand the world, understand their emotions, learn how to regulate/manage their emotions, and thrive. Often a crucial relationship in a child's life, particularly in the earliest years of life, is their father or father figure. Despite the persistent and damaging mythology of the "absent" father, fathers exist and are present in every community. In fact, in recent years, there has been burgeoning research

About the Authors

The PDN Father Engagement Committee is a working group of infant and early childhood mental health researchers, clinicians/providers, educators, and policymakers. Our work is dedicated to shaping and creating best practices around father engagement in work with infants, children, and families. We are all members of the Harris PDN, a network of 19 multi-disciplinary programs across the United States and in Israel working to advance the infant and early childhood mental health field. To learn more, visit www.irvingharrisfdn.org/the-harris-pdn/.

highlighting the importance of fathers in the lives and development of their children and vice versa. While the data is clear, there continues to be individual, social, and systemic challenges to fathers' full involvement in the lives of their children. Note, this concept paper does not seek to reinforce dominant-group stereotypes about family structure, or the narrative of there being a father in order to create a strong family; nor does it discount the role that other male-figures, grandparents, kin or felt family plays in the lives of children.

In this paper, we define father broadly to include biological, adoptive, and the wide range of father-figure presences in the lives of children. We acknowledge that "father" and "fatherhood" are socially constructed identities and concepts normalized through socialization and assigned to those deemed to fit within the bounds of male gender identity. In turn, we include in our definition of *father*, all individuals—regardless of their sexual identity, gender identity, or sexual orientation—who define their roles in the lives of their children and families as fathers. The literature around father engagement provides insight more broadly to the importance of multiple caregivers, regardless of gender identity, for children's development. Fathers and other significant caregivers provide additional, different, and complementary relational contexts that expose children to multiple ways to be connected and in relationship. However, the urgency for children and family serving programs and organizations to shift their perspective of fathers as essential caregivers is real. It is indisputable that every child has a father in the most basic biological sense of the role. It is well documented that the presence or absence of fathers can have wide ranging implications to children's developmental trajectory. In addition, the vast number of individuals who identify themselves as male, men, and fathers means that child and family serving programs and organizations must find ways to include and engage fathers in services that support the development of their children.

Research and common practice suggest there are two major barriers to fathers' involvement with their children. First, fathers' relationships with their children is often mediated or moderated by their relationship with the child's mother (Fitzgerald et al., 2014). When this relationship is fraught or fragile, fathers may face greater hurdles to participating fully in their children's lives. Second, challenges

such as fathers not residing with their children, fathers' own beliefs and trauma history, employment and economic instability, substance use and mental health challenges, and a legacy of systemic racist policies and practices, particularly for fathers of color and those living in poverty, can be barriers to involvement in the lives of their children. The intersectionality of race, fatherhood, and socioeconomic status cannot be overstated. The experiences of young fathers 18-24, amplify these barriers as this demographic tends to be represented by men mostly in Black and Latinx communities and men who have low income, fewer supports, and limited access to health and well-being services. Understanding and addressing the unique needs of this group illuminates structural constraints on many fathers. Despite these barriers, this concept paper shows that fathers are not absent; in fact, many want to be in the lives of their children and face obstacles that may compromise loving, nurturing, long-lasting relationships that are important for their children's development.

Fathers may also encounter challenges in identifying—and participating in—father-friendly family strengthening programs. These barriers may include logistical issues such as program hours, fathers' work schedules, and fathers' access to children. There are also provider barriers such as few or no male professional staff, organizational beliefs that father participation is optional, lack of training/expertise in working with fathers, and discomfort/lack of training in facilitating healthy co-parenting relationships. One goal of this paper is to provide family-serving programs with an opportunity to see a range of examples featuring organizations that have embraced father engagement and strive to strengthen efforts to partner with fathers at the community level.

This paper is designed to provide a brief overview of the research supporting fathers' wide-ranging contributions to healthy child development. It also shines a spotlight on innovative father engagement programs that address systemic and personal barriers. The spotlights include programs and organizations working with fathers across the United States. Finally, this paper closes with program, policy, and research recommendations to advance fathers as key stakeholders in family-strengthening programming and to support the full participation of fathers in their families and communities. Throughout this paper, we include quotes from

interviews conducted by Dr. Clinton Boyd in conjunction with the Florida State University (FSU) Young Parent Project (see Program Spotlight on page 44). We included these quotes to remind the reader, and ourselves, of the love and resilience that fathers already bring to their children's' lives.

A Word About Social Justice and Equity

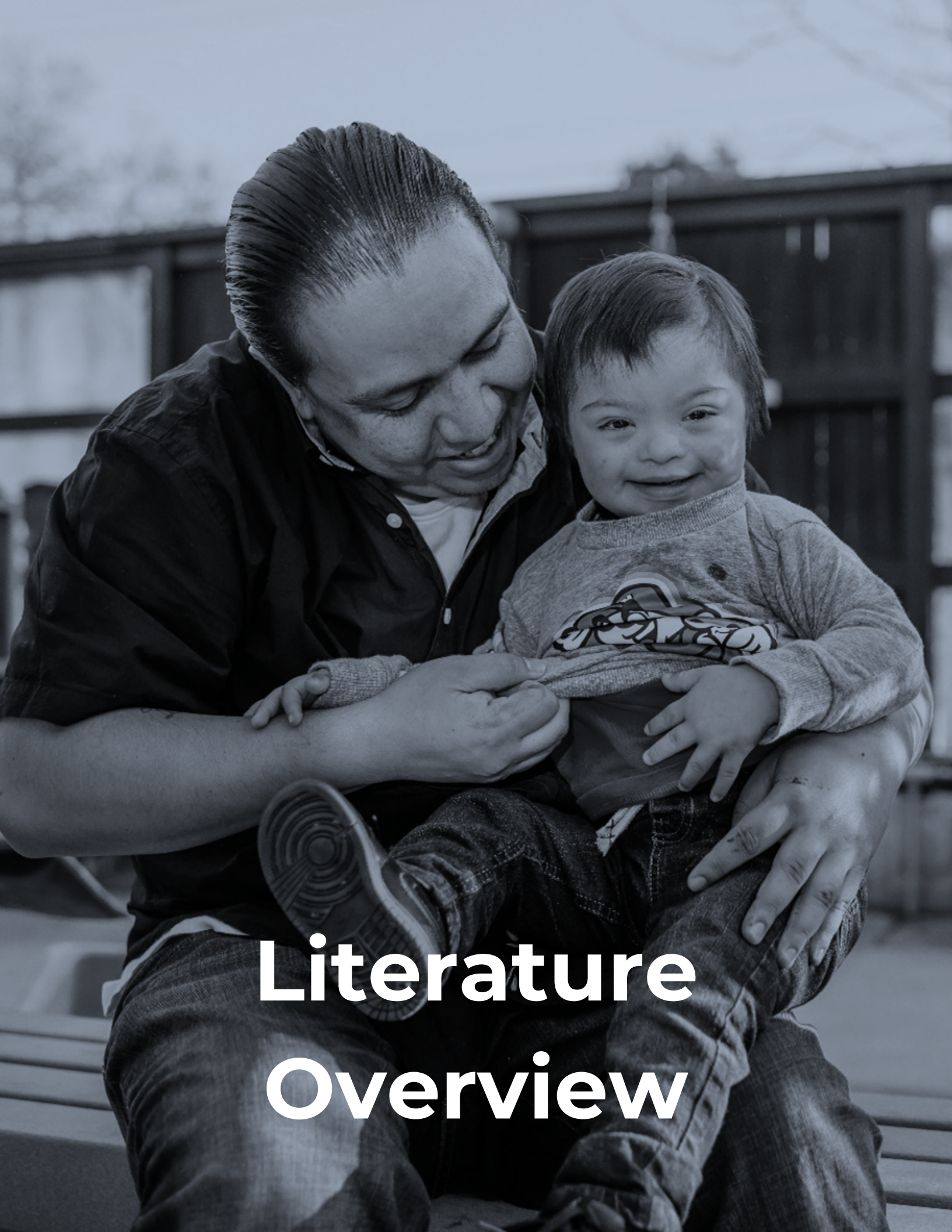
We firmly believe that a vision of a just future where fathers are recognized, supported, and honored as caretakers must be rooted in a social justice perspective. It is critical to be rigorous when it comes to understanding how white supremacy, patriarchy, classism, heterosexism, and other systems of oppression have intentionally designed a dominant culture where men are not taken seriously as caregivers; where men that face racial and/or economic injustice are limited in their ability to be caretakers due to systemic barriers; and where men are often socialized to value status, aggression, and emotional repression (Clemens, 2017). This is the same dominant culture that financially and socially undervalues work done by women and people of color (Hegewisch & Hartmann, 2019); makes invisible the ways that caregiving is disproportionately done by women (especially women of color and immigrants) (Feliciano & Segal, 2018); enforces the legitimacy of heterosexual nuclear families; uses the child welfare system and criminal legal system to criminalize, surveil, and

“[The most] important [part of] being a father is staying out here and making sure you be there for the child. If you have a child and you’re doing something wrong, then you get into a situation you can’t get out of, like get locked up or something for a couple years, how you gonna be there for your child? You don’t want your child to grow up without you for a couple years because you’re locked up. Just meeting her when she’s five years old is not a good experience. That’s bad for the kids and bad for the man. You failed your mission. I’m not trying to fail my mission.”

*Fatherhood Interview,
FSU Young Parents Project*

separate families of color (Meyerson, 2018); and is built upon the United States' legacy of enslavement and genocide.

Creating a world where fathers are prepared to be and are recognized as key caregivers means that we also have to create a world where everyone can thrive; a world where a person's socioeconomic status does not dictate the time they spend with their family; a world where there is no one way to embody and express your gender; a world where there is no right family constellation; a world where we can tell the truth about genocide, enslavement, and oppression to ensure that its underlying mechanisms do not inform our policies, systems, and practices; and a world where tenderness, care, and interdependence are valued. Freeing men of the constraints that limit their ability to parent or give care requires freeing everyone. We hope we can do this with you and that this paper provides a start to this work.



Literature Overview

LITERATURE OVERVIEW

The section provides a brief overview of the empirical evidence that demonstrates fathers' wide-ranging contributions to child development. It is not meant to be an exhaustive literature review on father engagement; rather, it is intended to be a brief introduction to the research that underpins the importance of fathers in their children's lives.

The Impact of Fathers on Their Children's Development

Impacts in the Prenatal Period and Early Infancy

Fathers begin making a positive impact on their children's lives even before they are born. Paternal involvement during pregnancy increases the likelihood that mothers will maintain or adopt healthy pregnancy behaviors (e.g. seeking prenatal care, reducing/eliminating drinking, drug use and smoking), as well as reduces the risk of preterm birth, low birth weight, fetal growth restriction, and infant mortality up to one year after birth (Mincy, 2015; Teitler, 2001). Of note, these effects—e.g. early prenatal care rates—are highest for married mothers, followed by those cohabiting, and lowest for mothers in romantic but non-cohabiting relationships (Teitler, 2001).

In terms of equity, father involvement is associated with substantial reductions in racial disparities in infant mortality between Black and white pregnant women; in addition, one study found that 60 to 75 percent of excess mortality among Black women could be prevented with increased paternal involvement (Alio et al., 2011). This growing evidence provides ample motivation to design prenatal family programs that involve both parents and is a call to action for more intention around engaging with fathers in prenatal care settings. For example, a recent study (Albuja et al., 2019) found that fairly small changes (e.g., environmental cues that represent men and fatherhood) in the prenatal care setting positively influenced expectant fathers' parenting confidence, comfort, and intention to learn about the pregnancy and engage in healthy habits. Prenatal involvement and residence at birth are the

strongest predictors of paternal involvement by the time a child reaches 5 years (Shannon et al., 2009).

Fathers, like mothers, experience a rise in the hormone prolactin around the time of their baby's birth; elevated prolactin levels in new fathers likely "contribute to child-caring behavior and facilitate behavioral and emotional states attributed to child care" (Hashemian, 2016, p. 182). Once the baby is born, family formation is a sensitive (and transformative) time as fathers begin the process of "falling in love" with their infant. This transition is characterized by more integrated functioning of two areas of the brain: one implicated in emotional processing and the other involved in social understanding, which researchers described as a "parental caregiving" neural network (Abraham et al., 2014). However, this period is not without its challenges, as fathers must master new parenting skills; integrate elements of a new "father" identity, adjust to new financial commitments, and manage changes and stressors related to the co-parenting relationship (Pruett, Cowan, Cowan, & Diamond, 2012). At this stage, fathers who do not live with, or have romantic relationships with their child's mother, are at high risk for limited participation in their child's life (Carlson et al, 2008).

The demands associated with the transition to parenthood can increase fathers' risk and vulnerability to stress, anxiety, and depression (Rowe, Holton and Fisher, 2013). A meta-analysis of paternal perinatal depression reported prevalence rates between 2 percent and 25 percent, with paternal distress typically highest in the first postpartum year (Giallo et al., 2014). Furthermore, fathers whose female partners are experiencing depression are at increased risk to experience depression themselves; among this group, the prevalence of paternal perinatal depression is estimated at rates up to 50 percent (Yogman et al., 2016). Maternal depression screening is endorsed by several independent expert medical panels including the American Academy of Pediatrics, the United States Preventive Services Task Force (Centers for Medicare & Medicaid Services, 2016), and the American College of Obstetricians and Gynecologists (The American College of Obstetricians and Gynecologists, 2016). There are currently no similar recommendations in place for paternal perinatal depression screening, though there are increasing calls for depression screening efforts to focus on fathers as well to reduce the risks

associated with untreated and unrecognized paternal depression on fathers, children, and families (Walsh, Davis, & Garfield, 2020).

Impacts on Father-Child Attachment

High-quality, involved fathering has strong, positive impacts on children's development, including academic achievement, emotional well-being, and behavioral adjustment (Adamsons & Johnson, 2013), and these associations can be found for both resident and nonresident father involvement (Adamsons, 2018). Research evidence indicates that fathers' more frequent participation in child-related activities has significant beneficial effects on children's cognitive, linguistic, and socioemotional development across early childhood independent of mothers' involvement or household financial resources (McMunn, et al., 2017). It is important to note that quantity of father-child contact *alone* does not predict child adjustment or well-being (Dale, 2018). Secure attachment is the culmination of both quantity *and* quality of fathering over time (Brown et. al, 2012). Father involvement and paternal sensitivity predicted father-child attachment security at age 3, and attachment security predicted increased paternal sensitivity over time (Brown et. al, 2012). In this way, early involvement positions a family for ongoing connection and engagement, with research demonstrating that more father involvement at age 1 was associated with child reports of better father-child relationships at age 9 (Jessee & Adamsons, 2018). Furthermore, there is some evidence that these patterns of father involvement are passed through generations, so programs that work to support high quality father-child relationships may be promoting stronger families for years to come (ibid). Additionally, these positive impacts are bidirectional; shaping not just the child but the father as well, deepening a father's sense of belonging and meaning (Berkman et al., 2000).

“[Being a father means] spending time. Time is pretty much the most important thing to me. Being there. If I couldn't be there – that's a problem. I wanna be there.”

Fatherhood Interview, FSU Young Parents Project

Barriers to father involvement often include family systems issues, most importantly, the relationship between father and mother. Fathers' involvement during the newborn period is strongly associated with marital status (Yogman et al., 2016). While unmarried couples are often cohabitating at the time of the child's birth, recent studies show that 63 percent of unmarried fathers are no longer living with the mother and their child after 5 years (Carlson et al., 2008), and have less contact and involvement with their children than resident fathers do (Cheadle et al., 2018). Furthermore, once a couple ends their romantic relationship, nonmarital father involvement tends to drop sharply, especially when each partner establishes new romantic relationships and/or has children with those partners (Edin et al., 2009). While acknowledging these data, it is critical to avoid assumptions about paternal engagement: recent work shows that nonresident father involvement can follow several different trajectories, including remaining stable and, in some cases, even increasing (Cheadle et al., 2018).

Impacts on Social-Emotional Development

Starting in infancy, fathers' brains are sensitive and responsive to early caregiving experiences, with primary caregiving fathers showing similar patterns of amygdala activation to primary caregiving mothers (Abraham et al., 2014). Consistent biological father presence is associated with toddlers' regulatory development across toddlerhood (Bocknek et al., 2014), and fathers' supportiveness is positively associated with children's emotional regulation at 24 months (Cabrera et al., 2007).

In terms of relationship-building, research indicates that infants are equally responsive to mothers and fathers (Kochanska & Aksan, 2004). Research has found that a secure father-child attachment relationship is related to both the degree of father involvement and the sensitivity of fathering behavior; father-child attachment remains relatively stable across early childhood and predicts increased paternal sensitivity over time (Brown et al., 2012). In terms of developmental benefits to the child, father-child attachment security plays a role in a range of child outcomes. Securely attached children show stronger emotional regulation and coping skills (Zimmer-Gembeck et al., 2017), less engagement in high risk behaviors and fewer mental health problems (Moretti & Peled, 2004), greater sociability

(Thompson & Lamb, 1983; Lamb et al., 1982), and more reciprocated friendships (Verissimo, 2011) than children in insecure relationships. Overall, the quality of the infant-parent attachment is a powerful predictor of a child's later social and emotional outcome and a secure attachment is a "protective factor against social and emotional maladjustment" for infants and children (Benoit, 2004).

A large-scale meta-analysis found a significant effect between active father involvement and positive social-emotional outcomes. Studies suggest that fathers' engagement positively impacts their children's social competence (Leidy et al., 2013), children's later IQ (Nettle, 2008), and other learning outcomes (McWayne, 2013). Over the long-term, paternal engagement is also related to decreases in boys' negative social behavior (e.g., delinquency) and girls' psychological problems in early adulthood (Sarkadi, 2008).

Impacts on Cognition and Language Development

Fathers' supportiveness of the child is positively associated with children's language and cognitive development across the early years (i.e. 24 to 64 months) (Cabrera et al., 2007). In addition, paternal supportiveness and sensitivity during play interactions at 24 months predicted cognitive development and vocabulary at 36 months (Tamis-LeMonda et al., 2004). Further, fathers' vocabulary use in a shared-reading session with their infants at 6 months of age predicted children's language development at 15 and 36 months old (Malin et al., 2014; Pancsofar et al., 2010).

Over the long-term, fathers' use of warm and stimulating parenting practices predicted enhanced reading and math skills for children in middle childhood, whereas fathers' use of restrictive/punitive discipline predicted lower reading and math skills. Associations between fathers' parenting and children's cognitive skills

"[The best part of being a father is] getting to see the kids grow. Watching 'em go from a newborn baby to a moving-around-too-much toddler!"

*Fatherhood Interview,
FSU Young Parents Project*

were similar across both resident and nonresident fathers and across African American and Hispanic families (Coley et al., 2011).

Impact of Coparenting Relationships

A positive coparenting relationship with the child's mother is associated with the quantity and quality of father involvement (Palkovitz and Hull, 2013; Hohmann-Marriott, 2011). When mothers encourage fathers' relationships with children, fathers see children more, engage with them more, and have more positive relationships with them (Waller, 2012; Carlson et al., 2008). This dynamic extends to father involvement in their children's health care as well, which appears to be largely moderated by maternal behavior. When mothers were more encouraging of fathers' involvement in childrearing, fathers felt more influential in child health-related decision-making (Zvara et al., 2013). Furthermore, fathers were more directly engaged in their children's health care when mothers held more nontraditional beliefs about gender roles (ibid).

The relationship status of parents also influences father involvement. In families where fathers and mothers share a romantic relationship, fathers are likely to have higher quality involvement with their children than fathers who have no relationship with their children's mothers (McLanahan and Beck, 2010).

Furthermore, economic stability and father engagement interact in complex ways within the family system. Specifically, "child support arrears can reduce fathers' willingness or ability to engage with their children and the consequences of child support debt can inhibit fathers' ability to spend time with their children and to regain economic stability"(Child and Family Research Partnership, 2018). Taking a social justice lens, data indicates that child support enforcement policies disproportionately affect "black, low-income and noncustodial fathers and negatively impact their children" (Pratt, 2016).

Impact of Father Participation in Family Strengthening Programs and Services

Father participation in family strengthening programs may also be an important lever that can support father involvement in children's lives and promote overall family participation in program services. A study of father involvement in home visiting found that when fathers regularly participated in home visits, they were more likely to remain emotionally involved with the child at the six-month study follow-up, and families were more than four times as likely to be retained in the program (McGinnis et al., 2019). However, the *intentional* addition of fathers to home visiting curricula is often a missing link. One example of a program addressing this gap is the "Dads Matter" enhancement (designed to incorporate fathers into perinatal home visiting services). Pilot testing of Dads Matter established positive trends associated with the quality of the mother-father relationship, perceived parental stress, father involvement with the child, maltreatment indicators, and fathers' verbalizations toward the infant (Guterman, Bellamy & Banman, 2018). Father involvement in program services may also have academic benefits. In a Head Start-based father-child intervention, children of fathers with greater participation showed higher mathematics readiness change scores and their fathers showed more involvement with children post-treatment.

Father involvement in permanency planning (child welfare) is also beneficial, as when fathers are involved, their children have shorter stays in foster care and are more likely to be reunited with birth parents or placed with relatives after foster care (as compared to non-relative placements) (Coakley, 2013).

In a meta-analysis, parent education intervention studies that included fathers, compared with those that did not, cited significantly more positive changes in children's behaviors and an increased use of optimal parenting practices (Lundahl et al. 2008). That said, fathers also reported fewer desirable gains from these programs, which suggests that parent education interventions may require review/modification to better align with the needs of fathers (ibid). In fact, lessons learned from recent fatherhood engagement interventions suggest that programs must first meet and address fathers' tangible and psychological needs before shifting to messaging. A second, and critical, success factor to support relationship-building and trust is recognizing the cultures of fathers being served—and selecting staff who represent these cultures as leaders (Mogro-Wilson, & Hartford, 2017). Analysis

from Pfitzner, Humphreys and Hegarty (2020) finds that single-gender groups supported father engagement by providing a “context where men could form intimate connections with other fathers and talk openly about their parenting experiences without fear of criticism from partners” (Pfitzner, Humphreys, & Hegarty, 2020).

Research shows that one initial motivation of fathers when participating in program services is a desire to enhance their relationship with their child's mother/their coparent (Alamillo & Zaveri, 2018). Growing evidence indicates that coparent programs may be more effective than father-only programs, though each offer distinct advantages: “...while father only programs contribute to increased father involvement and parenting effectiveness, when both parents [are] involved, family based programs [are] most successful” (Pruett, Pruett, Cowan, & Cowan, 2017b in Lechowicz, 2018). Also, one important potential limitation of father-only programs is that positive behavior changes and learning is rarely generalized to non-participating mothers (Lechowicz et al, 2018). Considering how best to engage and involve *both* parents in program services may lead to greater benefits to the family system overall.

In Summary

Studies show the profound impact of father involvement on children's early development, including positive impacts on the social-emotional, cognitive, and communication domains. Addressing logistical, policy, and institutional barriers to men's involvement in their families and in family-strengthening programs is critical to maximizing young children's potential and to build strong, sustaining family systems. Research evidence related to the *Supporting Father Involvement* program indicates that with intentional outreach and inclusion of fathers in co-parenting programs, couple conflict can be reduced, and child outcomes can be improved. By increasing father engagement in their children's lives, communities can enhance the lives of all family members.

There are also limitations to the research available on fatherhood engagement. While there has been increasing attention in research to the role and

developmental influences of fathers, the committee acknowledges the emerging, but limited, literature rooted in social justice that challenges the current conception and definition of fathers and fatherhood. From our perspective, a research agenda rooted in social justice would center the contributions and experiences of fathers from the full range of diversity of race, ethnicity, class, and geographic location within research designs and methodologies. For example, we would advocate for more research about the contributions and experiences of fathers of colors, fathers in the South, and fathers in rural areas. Research that is rooted in social justice should also be inclusive of fathers in family constellations beyond families with two heterosexual, cis-gender parents such as single fathers, gay fathers, transgendered fathers, male-identified extended family, nonbiological fathers, and other father-figures.



Program Spotlights

PROGRAM SPOTLIGHTS

As indicated in the introduction, this section consists of seven spotlights of programs and organizations that are working with fathers in California, Washington State, Florida, New Mexico, and Chicago. The program spotlights below were recommended by members of the PDN Fatherhood Engagement Committee. They are not intended to be an exhaustive collection of the important work being done across the US. There are many other programs and organizations that could be highlighted, and we hope to connect with more of them as our work continues.

For each spotlight, committee members conducted an interview with a leader of the program/organization using an interview guide to ensure consistent information was gathered for each program/organization. As such, each spotlight provides an overview of the following:

- Communities served
- Organizational context
- Models and/or strategies used
- Father engagement stance and learnings
- Desired outcomes
- Recommendations for culture/systems/policy change

Each program/organization enters and frames their father engagement work in very different ways. Some began their work with the aim of serving and working with fathers while others had a broader focus in their family engagement model/strategy. We have attempted to order the spotlights along a continuum beginning with programs that are focused specifically on fathers to those that strive to be inclusive of fathers. By offering this selection of programs/organizations, our hope is that the spotlights affirm the work you are currently doing and offer inspiration for future, more inclusive work.

PROGRAM SPOTLIGHT
THE DAD PROJECTS



**DAD
Projects**

Program Description

The Dads and Development (DAD) Projects aim to promote the relationship between fathers and infants through providing safe, contained venues for fathers to interact with infants while giving mothers a few hours to focus on their own self-care in the Seattle-Tacoma, Washington area.

The DAD Projects provide a variety of services including home visits, breastfeeding support, newborn behavioral observation, tummy time guidance, developmental screenings, Fussy Baby support, feeding/sleeping consultation, postpartum screenings, and care coordination.

Just the Basics

- Location: Seattle, King County, and Tacoma, Pierce County, Washington
- Services: home visits, screenings, observations support groups
- For: fathers and their infants

Communities Served

The DAD Projects is open to all fathers and infants. The DAD Projects serves Seattle, Washington and is now branching out to Tacoma/Pierce County by way of the Strengthening Families Washington program within the Department of Children, Youth, and Families. The program specifically targets fathers that participated in DAD Projects services. Prenatal class and personal referrals from fathers also bring new participants to the program. The program developed a partnership with the Tacoma Urban League to expand recruitment offers to diversify the participants. Each group averages six to seven fathers with an ideal range of eight to ten fathers.

Currently, the majority of the program's participants are from middle-class families and are local to the Seattle-based services. The fathers have been predominantly White and middle-class. In terms of fathers of color, there are more Asian fathers than Latinx or African American fathers engaged.

Organizational Context

The DAD Projects has one staff member, founder Nicholas Kasovac, MA, R-DMT, IMH-E(II). It is a contracted program funded by Swedish Hospital and all its classes and programs are funded by the hospital. The program currently rents space and offers classes for fathers to pay-out-of-pocket.

Program Models and Strategies

The DAD Projects offers an eight-week class that consists of one two-hour session per week. Fathers must attend these classes with their infants or toddlers. These classes allow fathers to form connections with both their infants and each other. Each session has a pre-set agenda and includes the following activities:

- Introduction activity at the beginning of the session. Fathers share observations/reflections from their homework and the group assesses what is shared and discuss what to look for next time.
- Open forum for questions or issues that have come up.
- Exploration of a domain of development (one per session) that covers specific features, concepts, and frameworks. Ideas and concepts are presented as metaphors to be applied to child development or co-parenting to encourage understanding and relatability.
- Application of the chaos theory through discussing a behavior the fathers notice and exploring its underlying pattern.

The program is grounded in, and guided by, several strategies:

- Emphasizing relationship with baby, facilitating, and fostering that relationship in vivo, not just for the dad but for other dads in group.
- Affirming fathers on their fathering.
- Fathers asking one another first before asking the facilitator.

Father Engagement Stance and Critical Learnings

The DAD Projects focuses on the father-infant relationship and creates a holding environment for fathers to try new things they may be uncertain about. The program understands that fathers are growing and developing a sense of

themselves just as their children are developing. It is uncommon for fathers to participate in a cultural transition to fatherhood, as cultural myths often leave fathers to navigate fatherhood on their own. The media representation and cultural trends that exist in relationship to fatherhood usually center around father engagement with older children. The program is also grounded in attachment theory by beginning with the infants and working backwards asking, “What about the fathers?”

Desired Outcomes

The Dad Projects aims to advance the following outcomes:

- Increase fathers' knowledge in child development; increase confidence and competence in fathering
- Affirm what participants do as fathers (e.g. providing positive feedback)
- Improve co-parenting communication
- Develop social connections with other fathers
- Feel supported in fathering role

Recommendations for Culture/Systems/Policy Change

The DAD Projects aspires to address and transform the ways fathers are left out of day-to-day society and culture. Fathers are often expected to do more in caretaking and co-parenting but are not always supported or taught what they need. The DAD Projects hopes to create a future where all fathers receive adequate supports, experiences, and opportunities to learn and develop a relationship with their children.

CONSCIOUS FATHERING PROGRAM OF SOUTHERN NEW MEXICO



Program Description

The Conscious Fathering (CF) Program is a hands-on class that prepares fathers for taking care of their newborn baby. This class is for fathers with newborns and expecting fathers of babies in the second or third trimester. This is a three-hour class that covers topics such as how to hold your baby, feeding, cleaning, comforting, and how to identify baby's basic needs. This is a class for fathers and is taught by fathers.

Just the Basics

- Location: southern New Mexico
- Services: hands-on class
- For: fathers with newborns or expecting fathers of babies in the second or third trimester

Communities Served

Conscious Fathering (CF) Program is located within seven counties in southern New Mexico and offers services to primarily rural communities with populations of 10,000 or less. From the families that CF serves, the majority are Hispanic/Latinx. CF operates from the belief that within the Hispanic/Latinx communities they serve, mothers and grandmothers care for children, and this is not a shared responsibility by the father or male guardians. CF networks with many agencies and private entities to build awareness and offer supports for families. These entities include hospitals, pregnancy centers, faith-based centers, community resource centers, high schools, higher education establishments, grassroots nonprofits, and child/family-based government agencies.

Organizational Context

CF is a grant program housed by the Aprendamos Intervention Team. The primary funding is provided by the Children's Trust Fund. Their scope of work is to introduce and establish self-sustaining CF classes in nine counties using volunteers and MOUs with local entities (i.e., hospital education programs, CYFD, etc.). CF has two

full-time employees and currently has three volunteers in Dona Ana County and Sierra County.

The program is completing its third year. In FY16, the program was primarily in Dona Ana County with classes only offered in Las Cruces. The numbers in FY16 totaled 26 participants. In FY19, classes saw 97 participants with a referral count of 132.

Program Model and Strategies

CF began using the “Conscious Fathering” model licensed from [Parent Trust for Washington Children](#). The model served new and expectant fathers on the basic skills and care for newborns and infants. In FY19, the program expanded to offer the “[Fathering in 15](#)” model to offer greater support to fathers/male guardians with older children. In FY19, to incentivize the program, CF became a distribution site for car seats with [SaferNM](#). The addition of ‘Fathering in 15’ and the car seat distribution program has increased FY20/Q2 referral rates by 35 percent in comparison to FY19.

The primary strategies CF uses to obtain referrals and increase class retention are to create a new culture around parenting and promoting fatherhood. CF promotes the services for walk-in (voluntary) and mandated participants. CF also engages in work to shift narratives around fathers and fatherhood. They are working with the local government and state to change the imagery of fatherhood. They also utilize social media routinely to build awareness of their services and to share stories and resources. Through demographic targeting, the program can more consistently reach out to communities.

Father Engagement Stance and Critical Learnings

CF is both father-friendly and father-centered. The program provides services in both group settings and in-home to engage fathers where they are. All programs are for men only to encourage participants to ask questions that they were embarrassed to ask their partners or co-parent. The group setting of the program provides the opportunity for men to ask questions, learn of community supports, and the opportunity to meet other fathers, all of which create healthier conversations and community.

The idea of being father-friendly/father-centered focus is crucial to CF. Fatherhood education is still conceptually new to the communities CF works with. In New Mexico, the culture is primarily focused on the mother and child, and fathers are seen as the secondary caregiver. Through community action, CF is bringing attention to how inviting providers are to fathers in terms of their documentation, forms, assessments, and images used in their materials.

Desired Outcomes

CF's desired outcome is to create a new culture around parenthood and seeing parenting as a dual-role caregiving family. They aim to do this through:

- Utilizing program data to create legislative change in New Mexico.
- Providing current program resources and expanding services to fathers/male guardians through community MOUs and collaborations.
- Removing the stigma that “dads won’t engage” and normalizing that dads are equally important as moms and providing them the education and resources to be the best father they can be to their child(ren).

Recommendations for Culture/Systems/Policy Change

CF believes that the key to healthy families is to normalize conversations that fathers can have and encourage them to become scholarly fathers. With minimal to no services supporting fathers, legislative action needs to occur.

PROGRAM SPOTLIGHT

THE DOVETAIL PROJECT



Program Description

The Dovetail Project provides young Black fathers with the skills and support they need to play a significant role in raising their children. Through a curriculum focused on parenting, life, and job skills, the Dovetail Project teaches fathers about what it means to be a father and helps them address the systemic barriers that keep them away from their children (e.g. share information on felony street law, help fathers navigate the criminal justice system, help fathers obtain job skills so they can remain an active presence over the course of their children's lives).

Just the Basics

- Location: Chicago, Illinois
- Services: three-month curriculum including content on parenting, life, and job skills; support with GED attainment and employment
- For: young African American fathers and expectant fathers

Communities Served

Dovetail works on the ground, in the streets, parks, barber shops, and in the community. It works with fathers who have not obtained a GED or high school diploma and are un- or under-employed. Ninety-eight percent of Dovetail's fathers are African American or Black, and two percent are Latinx.

Program Model and Strategies

Dovetail facilitates small cohorts of young African American fathers and expectant fathers, ages 17 to 24, to immerse themselves for three months in an intensive curriculum of parenting skills, life skills, job skills, and felony street law. Fathers meet for one three-hour session per week for 12-weeks with a skilled facilitator and guest speakers. The curriculum teaches its participants:

- How to be present - through felony street law education which helps them avoid incarceration and stay in their children's lives;
- how to be a provider - through financial literacy and job interview preparation; and
- how to be a parent - through basic and individualized parenting skills.

Beyond the curriculum, the fathers receive holistic support from Dovetail's case managers to support fathers' participation in the economy by enrolling in a GED or trade program, and/or receiving job training through one of Dovetail's partner employers. Participants are honored with a graduation ceremony at the program's end. With participation in the Dovetail Project's curriculum, children then have a stronger sense of self, purpose, and belonging, because their father is actively engaged and invested in their well-being. Dovetail graduates more than 120 fathers per year. Upon graduation, 100 percent of the fathers are seeking their high school diploma or its equivalent and/or a job.

Organizational Context

Dovetail was founded in 2009 by Sheldon Smith. Determined to be the best father he could be for his daughter, Jada, he founded The Dovetail Project to bring together resources he found lacking in his own life and the lives of other young fathers in Chicago's communities. The organization currently works across three campuses in Chicago and has a staff of ten. Dovetail partners with local industry, nonprofit organizations, and the criminal justice system to ensure that its fathers have access to resources they need to support their children.

Father Engagement Stance and Critical Learnings

Dovetail recruits its participants by sending a team consisting mostly of Dovetail alumni into communities around Chicago to recruit men they meet at the bus stop, in barber shops, and on the corner. They strike up conversations with young men on the street, asking if they're fathers and inviting them to Dovetail. To help fathers participate in their programs, fathers receive a bus pass, meals, and a completion stipend to celebrate their full engagement in the program.

The program both serves and is run by African American fathers from the same communities. The program's exclusive curriculum was developed through a synthesis of outside research and internal community expertise, based on founder Sheldon Smith's quest for resources when he became a young father. The program continuously develops community leaders by training and employing Dovetail graduates as recruiters, interns, and staff members. More than 500 Chicago fathers have graduated from Dovetail Fatherhood Training Class. Dovetail believes they are “working with a baby to save a baby”.

Desired Outcomes

Dovetail hopes to break down cultural and systemic barriers to father involvement in the lives of their young children. The project is working to change the way society looks at fathers, by helping fathers access educational and job opportunities that would help them solidify their role in the lives of their children. Dovetail is working to be sure that fathers, especially young fathers, are heard and seen for their role. The Dovetail Project has built a relationship with the University of Chicago and is currently going through a Randomized Controlled Trial (RCT).

Recommendations for Culture/Systems/Policy Change

As Dovetail achieves its ten-year anniversary, the project will consider how it can continue to foster systems change to ensure that its fathers have access to opportunities so they can help better the lives of their children. In the coming years, Dovetail hopes to support data gathering efforts to gain a true understanding of the number of fathers enrolled in Chicago Public Schools so that services can be provided. Dovetail also hopes to celebrate father involvement and stop punitive practices against poor fathers by seeking to reform the Temporary Assistance for Needy Families program and other systemic efforts that shape how fathers are involved in their children's lives.



Program Description

The Alameda County Fathers Corps (ACFC), established in 2013, is a collaborative effort of First 5 Alameda County, Alameda County Health Care Services Agency, and Alameda County Social Services Agency. The overarching goal of ACFC is for every father to be fully engaged and supportive of their children and that agencies and organizations in Alameda County in California are fully prepared to help fathers and families succeed.

Just the Basics

- Location: Alameda County, California
- Services: learning community, technical assistance, photo bank curation
- For: fathers and service providers

Communities Served

ACFC is a county-wide team of male service providers in different levels of training, working to help strengthen families by helping men be the best fathers they can be. In addition, ACFC promotes and assists with the implementation of the Alameda County Fathers Corps Father-Friendly Principles throughout Alameda County.

Program Model and Strategies

Every year, ACFC provides ten trainings on a range of topics such as fathers' roles in supporting child development, trauma's impact on brain development, and parental rights and responsibilities. These trainings are typically open to ACFC's Father Friendly Provider Network, which is open to all service providers, with the goal of increasing the capacity of providers to effectively support and engage fathers and father-figures.

ACFC's Fathers Corps Learning Community for male service providers provides a space for men to focus on building their capacity in early childhood and fatherhood support and advocacy, to network, and to support each other in their work. During the year, specific trainings are only open to the learning community and there is a one-hour session after each training for only the learning community. ACFC also

organizes an annual retreat for the learning community that addresses masculinity and self-awareness.

ACFC's Fatherhood Partnership (FP) aims to build the capacity of agencies to offer father-specific parenting education and support groups throughout Alameda County. FP provides an intensive nine-month capacity-building training series using the World Café training model to enhance staff's ability to offer father-specific support groups by focusing on the following:

- Tools and strategies to manage logistics to create and launch father-specific services, conduct outreach to fathers, and facilitate small group discussions with fathers on fatherhood topics.
- The importance of communicating the unique and critical role fathers play in the optimal development of their children.
- Strategies for implementing the Father Friendly Principles.

Participating agencies must identify two to three staff to participate in the FP. During the program, these staff members will attend trainings and will receive technical assistance so they can design and implement (i.e. facilitate, supervise) a father-specific parenting education/support group in their agency.

Lastly, the Alameda County Fathers Corps Digital Photo Bank was developed to curate downloadable images of fathers. Too often fathers are not represented in the images we see promoting families. Diverse images of fathers and children are now available for download and use on websites and in collateral materials. These fatherhood images are accessible free of cost at www.diversityoffatherhood.com/.

Father Engagement Stance and Critical Learnings

ACFC's work is grounded in their Father-Friendly Principles, which they recommend be implemented in service organizations county-wide:

- **Principle 1:** That fathers, and the needs of fathers, be included in the structure and delivery model of all family services in Alameda County agencies and organizations.

- **Principle 2:** That Alameda County programs, agencies, and organizations be open, supportive, helpful, and inclusive towards the needs of fathers and provide father-specific services and/or programs; all of which further the goal of increasing fathers' involvement in their children's lives.
- **Principle 3:** That outreach materials, illustrations, posters, brochures, and other collateral materials include positive and diverse images of fathers being fathers and that facilities provide father-friendly environments with materials consistent with the needs and interests of men and fathers.
- **Principle 4:** That Alameda County family service programs, agencies, and organizations create positions that serve fathers and actively recruit men to fill those positions to better address the needs of fathers. To facilitate recruitment, we recommend the development of a career track for father services, e.g. active recruitment of young men into social services with scholarships, internships, and explicit advertising that "men are strongly urged to apply."
- **Principle 5:** That Alameda County programs, agencies, and organizations working with families strive to provide training for all staff on working with men and on fatherhood issues.
- **Principle 6:** That Alameda County programs, agencies, and organizations develop program policies that include a clear expectation that fathers should and will participate.
- **Principle 7:** That Alameda County agencies and organizations make every effort to create the image that its programs are designed for fathers, as well as for mothers and children.

Desired Outcomes

Based upon the Father-Friendly Principles, ACFC's goals are to:

- Advocate for government and philanthropy to include language for all family service funding allocations that requires partners to provide services consistent with the Alameda County Fathers Corps Father-Friendly Principles.
- Promote and assist with the implementation of the Alameda County Fathers Corps Father-Friendly Principles throughout Alameda County.

- Increase awareness of the importance of strengthening the bond between fathers, their children, and families.
- Expand the pool of Father Engagement Specialists and Mentors who are available to support Alameda County family service programs.

Of note, while Alameda County Fathers Corps it is not an evidence-based intervention, it is currently in the preliminary stages of internally evaluating data to determine efficacy of this intervention on the Alameda County Systems of Care.

Recommendations for Culture/Systems/Policy Change

ACFC recommends the following strategies to engage fathers and shift the narrative on fathers:

- Ensure all family service program models funded by and contracted out with County funds include a fatherhood component and are effectively engaging and supporting the needs of fathers/father-figures.
- Offer family and father- specific services after hours to accommodate the work schedules of fathers.
- Train family service providers on how to engage fathers and father figures in a father-friendly manner that welcomes full participation; and increase the numbers of male staff within family service organizations at all strategic levels.
- Create an Inter-Agency Fathers and Families Council to monitor proposed and existing policies and practices within the family court system, Social Services Agency, Health Care Services Agency, and Probation.
- Provide programs, through Alameda County Family Court and family service systems, that support fathers and mothers to develop and maintain healthy co-parenting relationships.
- Require that father-friendly principles be reflected in measurable contract outcomes for family services providers doing business with Alameda County agencies.
- Review the 'best-interest-of-the-child' standard utilized by Family Court staff and the judicial bench to ensure that irrelevant criminal histories are not given undue evidentiary weight by the staff against fathers or father figures.

- Adequately fund and staff County expungement resources to remove barriers to employment and housing opportunities for fathers and father figures with past convictions.

PROGRAM SPOTLIGHT

POWER OF FATHERS



Program Description

Power of Fathers (PoF) is an innovative collaboration focused on improving outcomes for children by improving the life circumstances of their fathers. PoF works on the individual, organizational, and policy/system-level to create change.

Communities Served

Each year, PoF works with over 100 low-income fathers of color from the Greater Englewood, North Lawndale, and across Chicago, Illinois as they become assets to their children, families, and communities. The neighborhoods that Power of Fathers focuses on are highly disinvested in Chicago. It is also important to note that PoF defines fathers as men that hold a significant caretaking role in their lives (e.g. fathers, mentors, afternoon school workers, teachers).

Organizational Context

PoF is an innovative collaboration of four agencies in Chicago: Children's Home + Aid, Family Focus, Metropolitan Family Services, and Fathers, Families, and Healthy Communities. Each partner provides two staff members. These staff members are either Navigators (long-term Licensed Social Workers that also have lived experience) that provide direct services and facilitate group meetings or an advocate who is an organizational representative and supervisor. Additionally, PoF utilizes support from community partners (e.g. mental health clinicians, legal aid).

Just the Basics

- Location: Chicago, Illinois
- Services: classes, case management, training, technical assistance, systems-building, community organizing/policy advocacy
- For: fathers of color, men of color that identify as caregivers, organizations, and systems

Program Model and Strategies

PoF uses multiple strategies to shape outcomes at three levels: individual, organizational, and systems/policy.

At the individual level, PoF support fathers that need help navigating organizations and systems to receive the support needed to improve their circumstances. The organization believes that stabilizing fathers as individuals is necessary before focusing on their roles as father and co-parent. Navigators support fathers in the following areas: education, employment – job placement and retention, health, financial literacy, legal assistance, social services, and housing. PoF also offers a 12-week workshop utilizing an integrated curriculum that develops fathers as men, as parents, and as co-parents. The curriculum is comprised of elements from: Transforming Impossible into Possible (TIP) developed by Loyola University Chicago, 24/7 Dads developed by National Fatherhood Initiative (parents) and Parenting Together Project from University of Minnesota with curriculum adaptations made by Metropolitan Family Services. The workshop aims to cultivate peer support through guided conversations and activities that peers lead and offer their advice. Each week is structured by a theme (e.g. healthy relationships, conflict resolution, goal setting) and is relevant to what is happening in the fathers' lives.

At the organizational level, PoF works to improve the father engagement practices, policies, and programs of the four partner agencies. Partners complete organizational assessments to measure the quality of their father engagement across their organizations. This assessment examines multiple areas in the organization including outreach and engagement, operations, policies and procedures, staffing/human resources, co-parenting activities, physical environment, program services, and recruitment. The partners then develop and implement organizational improvement plans based on their assessments. PoF tracks the improvements each organization makes and evaluates the impact of the fathers and families they serve.

At the policy/systems level, PoF works with external stakeholders, participating fathers, and policymakers to identify and address policies and systems that

have hindered or prohibited fathers from being engaged in their families and communities. PoF's policy efforts have covered the following issues: child support, housing, parenting time (custody/visitation), women's rights, access to social services and benefits, children's rights, criminal and civil judicial issues, and racial and gender equity. PoF also partners with Community Organizing and Family Issues to train participating fathers in advocacy and community organizing. Lastly, PoF's Learn. Act. Engage. Discussion Series shares policy challenges and opportunities in improving father engagement and outcomes for fathers, families, and communities.

Father Engagement Stance and Critical Learnings

PoF is a father-centered program. It was founded to address fathers being missing in the conversations about, and services for, families. By engaging fathers, PoF believes it can improve the lives of children. At the same time, PoF works to help agencies that are struggling with father engagement because lack of father engagement can be more of a reflection on the organization's practices than the father.

Desired Outcomes

PoF aims to create the following outcomes:

- Improvement in life circumstances (e.g. employment, housing, education).
- Increase in quality and amount of time spent with children (e.g. transitioning from hanging out to engaging in developmental activities).
- Increase in time spent discussing co-parenting and setting up a co-parenting plan.
- Organizational partners improvement in policy and practices and ability to offer best practices and learnings to other organizations.
- Policy and systems change and a development of a policy agenda.

Recommendations for Culture/Systems/Policy Change

Organizations need to offer programming that suits fathers. For example, each partner organization offers programs at different times but moves through the curriculum at the same time so fathers can go to different groups if their schedule

changes. To ensure that programming resonates with fathers, use a human-centered design approach; work with participants where they are and then layer on more defined goals; and give longer-term participants leadership roles. PoF offers opportunities for fathers to co-facilitate groups, recruit participants, and organize communications for the groups.

Work with fathers is not a simple, time-limited process. As such, organizations need to offer long-term support for fathers. Many fathers have stayed with PoF because they understand and address very complicated issues that are often multi-generational. Many fathers have repeated the 12-week workshop multiple times. Another part of this approach is not to address fatherhood with participants right away. Instead, begin with exploring with participants what it means to be men. Many of the fathers in PoF needed to understand their own challenges with their own fathers before attending to their parenting role.

Just as fathers in programs are doing their own work, organizations also need to reflect on their practices and stances around fathers and other co-parents. If organizations do not participate in this parallel process, then fathers will not remain engaged.

PROGRAM SPOTLIGHT

NATIVE AMERICAN FATHERHOOD & FAMILIES ASSOCIATION



Program Description

Native American Fatherhood & Families Association (NAFFA) is a nonprofit organization that provides programs to strengthen Native American families through responsible fatherhood and motherhood. Their program supports parents in taking leadership role in keeping families together and growing healthy children. The organization has three signature curricula: 1.) Fatherhood Is Sacred®,

Motherhood Is Sacred™, 2.) Linking Generations By Strengthening Relationships®, and 3.) Addressing Family Violence & Abuse. The Fatherhood Is Sacred® and Motherhood Is Sacred™ programs are the foundational curriculum on which Linking Generations By Strengthening Relationships® and Addressing Family Violence & Abuse builds upon.

Just the Basics

- Location: 240 American Tribal communities throughout North America, main office is in Mesa, Arizona
- Services: trainings
- For: fathers and mothers

Communities Served

NAFFA serves over 240 Native American Tribal communities throughout North America. The organization works with tribes from Alaska to Florida, Maine to Hawaii, and several First Nation Bands in Canada. NAFFA also works with a variety of departments, such as Behavioral Health, Social Services, TANF, Education, Courts, Probation, Jails, Boys and Girls Club, Tribal Casinos/Human Resources, and Urban Indian Centers.

Organizational Context

NAFFA has 12 staff and three to four volunteers/interns. As of 2019, the organization has certified 239 facilitators across the country. Direct services have also been provided in the Mesa, Arizona community area to about 847 participants through the Parent Resource Center.

Program Model and Strategies

NAFFA's approach is a strength-based model. The organization does not rely on knowledge-based models because when working with clients, the belief is that knowledge rarely changes people. Instead, NAFFA focuses on empowering participants and providing them hope through upliftment and encouragement. The organization's programs focus on issues of self-worth and provide participants with tools and opportunities to change for the better and to give back to the community. Everyone is welcome and given an opportunity to attend and participate. The organization does not focus on which parents/families fit into their programs, but rather how the program can work for participants. This puts participants' needs before the program in order to meet fathers/mothers/families where they are.

Father Engagement Stance and Critical Learnings

NAFFA's curricula is based upon the idea that every institution has leaders, and the family is no different. The organization posits that fathers must take a significant role in leading their family to being happy and safe with the partnership of the mothers. As such, the organization seeks to help fathers understand what a leader is; being a leader does not mean being more important or having the final say, but fulfilling a responsibility to lead by example, being a good, decent, and honorable person/father/husband/leader.

NAFFA strives to always welcome and include fathers in the services provided. The programs specifically give examples and details about the importance and necessary involvement of fathers. The organization believes fathers are the most untapped resource in many communities and their involvement can be a solution to many challenges. Some examples of engaging fathers include having posters of father involvement, diaper changing tables in men's and women's restrooms, and providing time off for paternity.

Desired Outcomes

NAFFA's goal is to help Native American families be strengthened and set an example across the US of what a "Happy and Safe Family" can look like. Part of this

has been shown by a reduction in recidivism rates among participants and an increase in father involvement.

The intervention of NAFFA, is not currently evidenced-based; however, work is being done with a team of researchers from the Annie E. Casey Foundation to develop the appropriate tools to collect data and evaluate program outcomes.

Recommendations for Culture/Systems/Policy Change

NAFFA believes that fathers must realize their sacred role. Native Americans believe in a life after death. They believe that one may earn a title of Director, President, Judge or CEO, but there will be a time in this life that a specific title/job will leave you and it will no longer be part of your day-to-day life. However, one's title/role as a father will be with you even after this life. One who is a father to their child in this life and is also one in the next life. In that way, NAFFA encourages Native men to take pride in their title as a father.

FLORIDA STATE UNIVERSITY YOUNG PARENTS PROJECT



YOUNG PARENTS PROJECT
Florida State University
Center for Prevention &
Early Intervention Policy

Program Description

The Florida State University (FSU) Young Parents Project is an intensive, home visiting program that addresses the complex needs of court-involved pregnant and parenting teens and their young children and the teen's right to parent with support, safety, and dignity. These teens have extensive trauma histories, deeply embedded in under-resourced communities. Most have experienced victimization due to violence, sexual abuse, and exploitation. The high prevalence of complex trauma for these young parents impedes not only their ability to follow-through with positive life choices, but also impacts the relationships they have with their children.

Just the Basics

- Location: Florida
- Services: home visiting
- For: court-involved pregnant and parenting teens and their young children

Communities Served

The FSU Young Parents Project operates in two distinct areas in Florida. One project is in northern Florida, the capitol city area that includes Tallahassee and four surrounding rural counties and the other project covers two large, densely populated, urban counties in south Florida: Miami-Dade and Broward Counties.

The program serves court-involved teen mothers and their babies through a contract with the Florida Department of Juvenile Justice. In the last four years, the program has served 167 young families. In the North Florida counties, 80 percent of the adolescent mothers were Black, 13 percent were White non-Hispanic, with 7 percent other. In South Florida, 64 percent of the adolescent mothers were Black, 32 percent White Hispanic, and 4 percent other. At time of intake, over half had not completed high school with most living in poverty. Of the identified fathers, 77 percent were adult men and 23 percent of the young men under age 18, 51 percent had a high school diploma.

Organizational Context

The program has seven home visitors, composed of an all-female staff that represent a range of racial and ethnic backgrounds, including White, Hispanic, Black, and both English and Spanish speakers. Most are master's level professionals, including a Licensed Clinical Social Worker, a Nurse Practitioner, two Registered Nurses, and three MSW Social Workers. The program utilizes a wide range of community resources including schools, teen parent programs, and community colleges, physical and mental health services, trauma, trafficking and sexual abuse treatment providers, and partnerships with child welfare and juvenile justice.

Program Model and Strategies

The FSU Young Parents Project is adapted from Yale University's evidence-based model called *Minding the Baby*®. The model uses a reflective practice parenting approach designed to address the teen mother's trauma, promote the attachment relationship between the parent and baby, and support both their physical and mental health needs. The *Minding the Baby*® national replication program is involving fathers in their work and has provided support and encouragement in relationship-based work with both parents.

The program utilizes the following primary strategies:

- The project uses an interdisciplinary team of highly skilled professionals (Social Worker, Nurse, and Infant Mental Health Specialist) to provide weekly home visits and extensive follow-up services.
- Fathers are invited into the existing visits with the mothers and babies and staff provide outreach to talk with fathers individually about their role as a parent.
- The starting point with fathers is often similar to mothers in providing for concrete needs and linking them to education or employment. This leads to dialogue about their hopes and dreams for their child and addressing their own parenting and trauma history.
- Strategies of the Fatherhood Initiative include a focus on their needs as a father, engaging with their child, considering co-parenting strategies,

connecting to community resources, and increasing reflective capacity to hold their baby in mind.

Father Engagement Stance and Critical Learnings

The FSU Center received a small grant from Casey Family Programs to support the exploration of ways to engage fathers as critical participants in the healthy development of their children. This allowed for the Fatherhood Initiative to begin in 2018 with ongoing staff education, reflection, and discussion. The program now engages fathers during home visits and offers them supportive services when necessary. In 2019, seven fathers or “father figures” of children in the FSU Young Parents Project agreed to participate in the in-depth qualitative interviews conducted by a research consultant. The purpose of the qualitative study is to explore how the FSU Young Parents Project can enhance its service delivery model to be more father-friendly. The fathers were recruited by the FSU Young Parents Project’s staff in Tallahassee and Miami.

“I know you are there to help me even more than my own case manager because you answer your phone. I know when I call, you will help me out. You listen to what I have to say ... like I can be real with you.”

*Father Program Participant,
FSU Young Parents Project*

This process and journey have yielded the following learnings around father engagement:

- Time must be spent with staff to understand the importance of fathers and reflect on how their interactions impact fathers’ willingness to participate in a home visiting program.
- Some fathers of the children of teen mothers are also adolescents and some are older adults. Strategies must be adapted to the developmental age of the father.
- Data collection tools must include intake and ongoing information on both parents.
- Program policies and procedures must be reviewed to include a focus on fathers.

- Many of the fathers need extensive support services to address an array of challenges, and once known to staff, the fathers are appreciative of the time spent addressing their needs.
- High rates of incarceration, particularly in rural areas, impact the program's ability to involve fathers in ongoing home visits.
- Despite multiple challenges faced living in under-resourced communities, fathers interviewed showed remarkable resilience and a desire to make life better for their children.

Desired Outcomes

The FSU Young Parents Program seeks to promote the following outcomes:

- Staff recognize the critical role that fathers play in the lives of their children and invite the participation of both parents.
- Parents understand the concept of co-parenting, with reduced conflict and increased attention to the needs of their child.
- Both mothers and fathers are engaged as critical participants in the healthy development of their children.

Recommendations for Culture/Systems/Policy Change

The high rates of involvement with the criminal justice system, particularly for people of color, impacts their own experiences of being parented and the ability to parent their children. Fathers describe the barriers they face based on their own criminal history and/or discrimination they experienced due to their race. Mass incarceration impacts identity and the ability to be an involved parent of a child. Young fathers, often raised in poverty, may not have the educational background and/or job training to make a living wage. This impacts housing stability, nutrition, and health care over time, and may mean long hours away from their children as they attempt to address the financial needs of their family. Extensive supports at a younger age will promote the ability for fathers to provide stability and meaningful engagement with their child over time.

Many fatherhood initiatives have taken place in larger, northern cities with fewer programs in the south. While there are extensive home visiting programs in the

south, most do not engage fathers in a meaningful way. It is important to shine a unique spotlight on the needs of fathers, serving them in an inclusive manner within programs across the country. As such, traditional home visiting programs must recognize the critical role of both parents, taking steps to create a culture change at multiple levels. Becoming a “father-friendly” program is a developmental process, requiring the program’s commitment over time.



Program Description

The Fussy Baby Network helps families struggling with their infants' crying, sleeping, or feeding. The program provides support through home visits, parent groups, and a Warmline.

Communities Served

In the greater Chicago area, the Fussy Baby Network program provides services across Cook County, Dupage County, Lake County, and Kane County. Its Warmline for parents with questions about their baby's health and development offers support nation-wide. In general, the program services families with babies ages zero to one year and foster families with babies ages zero to two years of age. The program's home visits serve 110-120 new families a year. Between all three of the program areas, 800-1,000 families are served annually. The Fussy Baby Network also partners with the Department of Children and Family Services to conduct the Early Childhood Screening Project.

Just the Basics

- Location: there are programs across the US, but in Illinois it operates in Cook County, Dupage County, Lake County, and Kane County
- Services: home visits, parent groups, Warmline
- For: parents/caregivers and infants

Organizational Context

The Fussy Baby Network is housed within the Erikson Institute. Its clinical services are housed under Erikson Institute's Center for Children and Families.

Program Model and Strategies

The Fussy Baby Network utilizes the Facilitating Attuned Interactions (FAN) approach as both an engagement and therapeutic model. Each service aims to build relationships through attunement and engages parents, caregivers, and

professionals in reflective practice. The model provides broad guidelines for sharing information and giving “advice” and ensures that services are guided by the readiness of the caregiver. The goal is to assist parents in co-regulation processes so that they are better able to access their higher cognitive functioning by thinking through and problem solving using their own foundational knowledge and skills.

The Warmline is staffed by infant specialists that provide research-supported information to parents in a compassionate and sensitive way. Services are provided in both English and Spanish Monday through Friday from 9:00am CT to 5:00pm CT. Home visits are offered within a week after being requested. Home visiting staff work with parents to talk about the baby’s day, think about strategies for soothing and calming the baby, and explore ways to support the parent in enjoying their time with their baby more. Parent groups are facilitated in hospitals and community centers across Chicago to help caregivers learn how to cope with and soothe fussy babies and realize that they are not alone.

Father Engagement Stance and Critical Learnings

The Fussy Baby Network is currently on a journey to fully understand and embody father-friendly practices and stances. The program makes a conscious effort to meet with the important people in the baby’s life to think about the whole family. Due to the structure of the services, the focus, by default, is the person who calls the program, but staff are conscious to ask about and bring fathers in as appropriate to the initial referral.

The program is reflecting on and being more deliberate and sensitive in asking about all parents and caregivers. Staff assume that fathers are interested and will ask for the father’s perspective (even when he is not in the room). When appropriate, fathers are encouraged to be present during services. Supervisors model this approach through asking about and including father in team meetings. New staff are taught that father engagement is an important part of their work, not just a “nice” thing to ask about.

Desired Outcomes

The Fussy Baby Network aims to engage all parents/caregivers in their services. At the same time, they do not exert any control or norms around family structure.

The Facilitating Attuned Interactions (FAN) approach, which is in the core engagement and therapeutic intervention of this program, is officially classified as a promising practice through the Association of Maternal and Child Health Programs.

Recommendations for Culture/Systems/Policy Change

The Fussy Baby Network has learned that father engagement is a programmatic shift. It requires staff to talk about it (e.g. What does it mean to have men present and engaged during a home visit?) and to value it. All caregivers for the baby should be present. To support and create space around this, there needs to be language used during services, on forms, and with promotion that is not mother-centric and honors fathers as an important caregiver. The Fussy Baby Network is heavily focused on the relationships between caregivers and their young children. As such, the program recognizes that being father-friendly is really about the integration of fathers into the work of helping to foster stronger relationships between mothers, fathers, and other important caregiver with their babies.



Recommendations

RECOMMENDATIONS

In reviewing the evidence on the role of fathers in their young children's healthy development, and in consultation with practitioners and researchers across the US, committee members offer the following recommendations, which are organized in three core categories: program, policy, and research recommendations.

PROGRAM RECOMMENDATIONS

1. Advance equity in parenting outreach/engagement by drafting language, images, and strategies that reflect more inclusive gender-neutral terms (i.e., parent, guardian, caregiver), a broad diversity of caregiver images, and explicit articulation of male parenting/caregiver engagement as a core guiding principle and priority and intentional commitment.
2. Ensure that father/male caregiver programs are respectful of, and aligned with, cultural values, principles, and practices of the population served. Programs should articulate an explicit commitment to eliminating gender, racial, class bias.
3. Review, and amend as necessary, all program conceptual frameworks, goals, implementation procedures, and evaluation strategies to ensure engagement of the male(s) in the child/family system is a priority. A strategy for recruiting, hiring, and retaining male service providers should be included in this effort.
4. Design programs that fully engage with all parents and caregivers. By eliminating a sole focus and expectation that mothers are the only caregivers, programs can

“[A good father puts] family above all. Put the baby before me. If I had to decide who eats, the baby or me, the baby’s got to eat. If either I want to buy a new game or buy Pampers, buy Pampers for the baby. Everything is for the baby.”

*Fatherhood Interview,
FSU Young Parents Project*

avoid marginalizing fathers and other co-parents, and better serve the complex needs of families.

5. Regarding non-resident male parents/caregivers, ensure program policies articulate strategies to outreach/engage them in parenting support services such as home visiting, community programs, and other resources/supports that promote positive co-parenting relationships, as well as strengthened individual parenting. This includes insuring that programming/services occur at times fathers can attend.
6. Ensure program curricula are inclusive of evidence-based information and resources that articulate:
 - Fathers' positive parental engagement during a child's early years is significantly linked with cognitive and social skills in later childhood.
 - Fathers' use of restrictive discipline can adversely affect cognitive and social skills in later childhood.
 - The effects of fathers' parenting are uniquely important in the early development and well-being of a child, separate from the mother's impact on the child.
7. Expand and intensify supplementary services in male/parenting programs to include housing assistance, pro-bono or low-cost legal services, and mental health services, particularly for those who have experienced employment challenges, housing insecurity, incarceration, trauma, and other adverse circumstances.

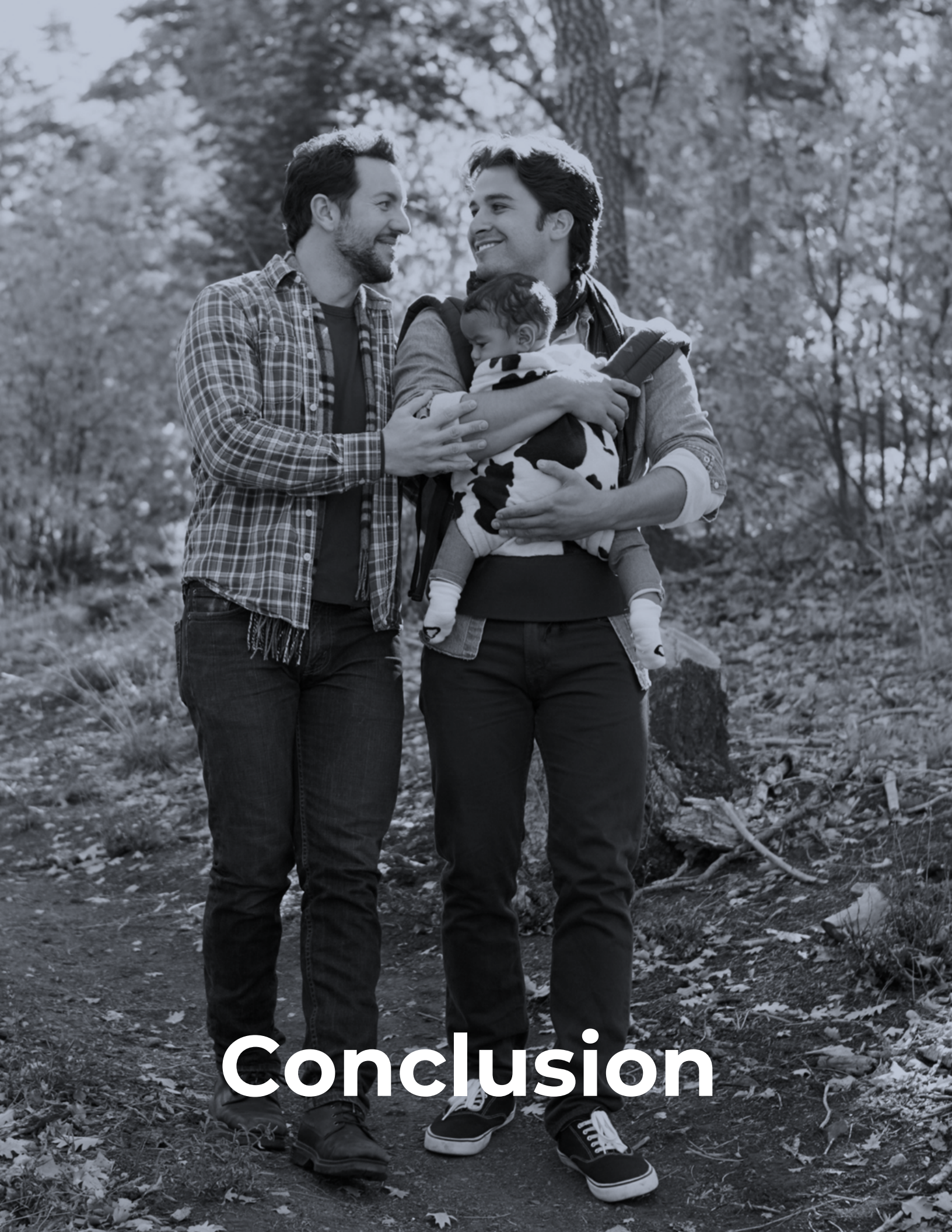
POLICY RECOMMENDATIONS

1. Advocate for increased investment in evidence-informed, culturally competent co-parenting programs that are designed to support the healthy development of a variety of family structures.
2. Advocate for an explicit commitment across entities that advance maternal and child health policies to be inclusive in consideration of male parents/caregivers in recommendations for child/family health and well-being.

3. On a national level, advocate for an overhaul of systems that impact male participation in their children's lives (e.g. issues regarding incarceration, employment, housing, child support, custody, visitation).
4. Advocate to reform current tax, welfare, and child support policies to encourage family formation and father involvement, for example (Mincy, 2015):
 - Eliminate the distinction between single-parent and two-parent families in determining TANF eligibility
 - Increase TANF funds to support fatherhood engagement initiatives
 - Expand eligibility for Earned Income Tax Credit (EITC) and Temporary Assistance for Needy Families (TANF) to include noncustodial fathers who pay child support
 - Mandate Healthy Start, Early Head Start, Head Start, and other public programs serving children and families develop more father-friendly practices and programs

RESEARCH RECOMMENDATIONS

1. Increase investment in developmental research and program outcome evaluation that examines the impact on families and communities of fully including fathers/male caregivers in program services.



Conclusion

CONCLUSION

Research, practice, and an equity perspective all indicate that including fathers in work with infants, children, and families can help to strengthen communities. In the *Literature Overview*, we discussed findings around fathers and early childhood development. The *Program Spotlights* shed light on the ways that engaging fathers and strengthening their capacity as caregivers has strengthened their programming. While each program and organization have a different journey toward father engagement, some of the best practices shared across them include:

- Meet fathers where they are. Physically, this means creatively expanding the range of locations services are offered and when services are offered. Figuratively, this means starting where the gaps in knowledge, fears, and anxieties are for fathers.
- Open space for all caretakers to receive services and be consulted.
- Create and maintain space to reflect on and address the ways your programs do, or do not, include all caregivers. Seek input from participants and excluded caregivers. And remember, organizations not only communicate through service provision, but also through forms and images.
- Supportive spaces for fathers need to both provide skill development activities and space to explore identity development, masculinity, coparenting, and the structures and institutions fathers are navigating.
- Training and support group activities should also offer a networking/community-building component.

Lastly, the recommendations section offers concrete ways that programs, decision-makers, and researchers can consider, to make authentic father engagement a reality across all family-serving programs. These recommendations included micro to macro changes that can be made because sustainable work around father engagement requires a multi-system approach.

We hope this concept paper is a catalyst for, and inspires, your program's journey in father engagement. We welcome your feedback, thoughts and reflection, which can be shared here: <https://bit.ly/2I65hWB>

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Most photos in this report are from the [Alameda County Father Corps' Fatherhood Photo Bank](#), except photos on page 56 and the cover page, which are from Shutterstock.

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FY 2020-21 Contracts List
 CEO Contract Authorizations and Amendments (Less than or equal to \$250,000 per contract/action - see light blue columns)

Original Award, approved by Commission (June 18, 2020)							New Contracts or Augmentations, approved by CEO (12/3/2020-2/18/2021)			
Strategy	Award Number	Contractor	Contract Start Date	Contract End Date	Original Description of Scope of Work	Amount	New, Amendment or Ancillary Amount	New Total Contract Amount	Funding to support COVID-19 activities	Description of New Contract or Added Scope of Work
COVID-19 Community Resilience Fund	CS-CRF-2021-483	Alameda County Community Food Bank	12/7/2020	6/30/2021	N/A	N/A	\$ 250,000.00	\$ 250,000.00	Yes	Funding to increase ACCFB's ability to serve families with children 0-5 by purchasing food for their network members and direct distribution partners as part of First 5 Alameda County's COVID-19 relief efforts.
COVID-19 Community Resilience Fund/Quality Early Childhood Education	CS-CRF-2021-446	BANANAS, Inc	9/1/2020	6/30/2021	Funding to provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce as part of Alameda County's COVID-19 relief efforts.	\$ 100,000.00	\$ 40,000.00	\$ 140,000.00	Yes	Funding to support economic resources and provide financial supports (e.g. rent, utilities and other expenses) for families with children 0-5 as part of Alameda County's COVID-19 relief efforts.
COVID-19 Community Resilience Fund/Quality Early Childhood Education	CS-CRF-2021-447	Community Child Care Council (4Cs) of Alameda County	9/1/2020	6/30/2021	Funding to provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce as part of Alameda County's COVID-19 relief efforts.	\$ 100,000.00	\$ 40,000.00	\$ 140,000.00	Yes	Funding to support economic resources and provide financial supports (e.g. rent, utilities and other expenses) for families with children 0-5 as part of Alameda County's COVID-19 relief efforts.
COVID-19 Community Resilience Fund/Quality Early Childhood Education	CS-CRF-2021-448	Hively	9/1/2020	6/30/2021	Funding to provide training, technical assistance, and coaching opportunities to the Early Childhood Education (ECE) workforce as part of Alameda County's COVID-19 relief efforts.	\$ 100,000.00	\$ 40,000.00	\$ 140,000.00	Yes	Funding to support economic resources and provide financial supports (e.g. rent, utilities and other expenses) for families with children 0-5 as part of Alameda County's COVID-19 relief efforts.
						\$ 300,000.00	\$ 370,000.00	\$ 670,000.00		CEO Authorizations 12/3/2020 - 2/18/2021



CARES Act Investment in Family Child Care

On November 17, 2020, the Alameda County Board of Supervisors authorized \$4 million in CARES Act funding, provided by Alameda County Social Services Agency, to be administered by First 5 Alameda County.

These funds built on the investments that First 5 made in Family Child Care (FCC) grants and supplies to the field starting in April 2020 as part of our [Community Resilience Fund](#).

Funds were used to offer COVID-19 relief to Alameda County FCC providers and distribute emergency supplies to families and child care providers. CARES Act requirements mandated expenditure by December 31, 2020.

Of the total \$4 million in CARES Act funds, \$3 million was allocated for grants to FCC providers, and \$1 million for essential supplies and air purifiers.

Alameda County FCC Grant Application Process

Priority was given to FCCs that serve families accessing child care subsidies.

The grant application opened on Wednesday, November 18, and was available in English, Spanish, and Chinese. To support providers with the application process, First 5 hosted an FCC COVID-19 Relief Grant Application Technical Assistance webinar and posted the recording and an FAQ document to our website in all three languages.

- Overall, 614 providers submitted a complete application. First 5 verified every application and followed up with providers when needed.
- Thirty applications were ineligible because they are not a licensed FCC's in Alameda County, or they submitted late.
- Forty-eight providers had previously received a grant from the Low Income Investment Fund (LIIF) and will receive additional funding from LIIF to match the Alameda County FCC Grant amounts for large and small FCCs.

Alameda County FCC COVID-19 Relief Grantees

Subsidy-serving providers received \$10,000 for large FCCs* and \$5,000 for small FCCs. Non-subsidy serving providers received \$2,100 for large FCCs and \$1,100 for small FCCs.

All subsidy-serving providers were verified as having at least one child enrolled in their program since November 1, 2019.

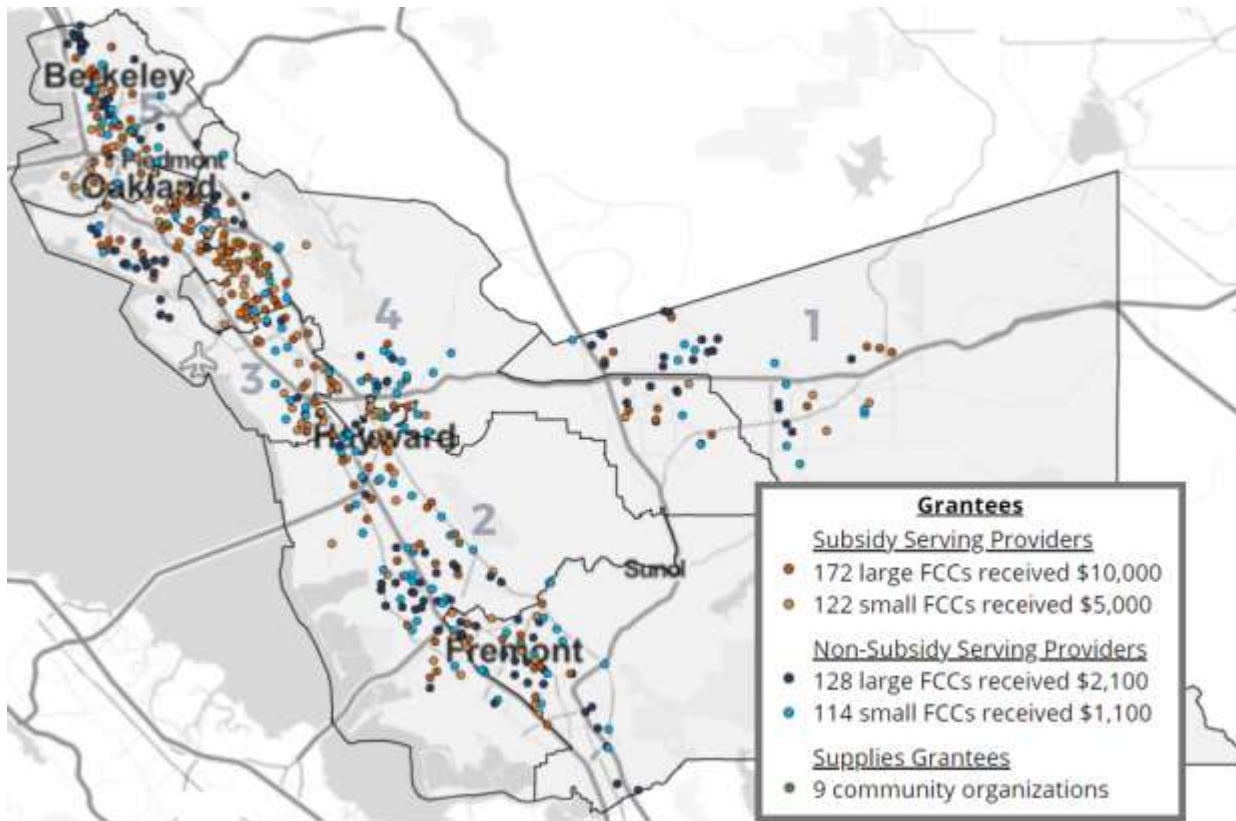
Size	Non-Subsidy Providers	Subsidy Providers	Total
Large	128	172	300
Small	114	122	236
Total	242	294	536

Language Diversity and Staffing Challenges Among FCC Grantees

FCC providers from across the county received the COVID-19 relief grant.

- There were **46 languages spoken** by the grantees and their staff, with more than **64% of grantees and staff reporting to speak a language other than English.**
- Of grantees that had at least one staff member prior to the shelter-in-place order in March 2020, **51% have lost staff.**

Alameda County CARES Grantees by Board of Supervisor District



*1 Large Subsidy Serving provider received a reduced grant of \$6,223.

Supplies

First 5 used the remaining \$1 million in CARES Act funding to purchase and distribute essential supplies to FCC providers and local partners. In addition to the air purifiers to FCC's, nine community organizations (Lincoln, San Antonio FRC, Roots, Union City Family Center, Youth Uprising, Hively, 4C's, BANANAS, and Fremont FRC) serving as distribution points in high-priority areas are receiving digital thermometers, hand sanitizer, toilet paper, diapers, wipes, masks, and cleaning supplies for children, families, and child care providers.



To: First 5 Alameda County Commission

From: Kristin Spanos, Chief Executive Officer
Mojgan Vijeh, Director of Operations & Technology
Christine Hom, Finance Officer
Maria Canteros, Finance Administrator

Date: February 25, 2021

Subject: FY 2020-21 Mid-Year Financial Report and Proposed Budget Modifications

REQUESTED ACTION

To approve the FY 2020-21 Mid-Year Financial Report and Proposed Budget Modifications.

BACKGROUND: FY 2020-21 MID-YEAR FINANCIAL REPORT, JULY 1, 2020-DECEMBER 31, 2020

This narrative, and the attached statements, report Revenues and Expenses for the period July 1 – December 31, 2020. At the end of December, 50% of the fiscal year was complete. A detailed description of revenue and expenses is listed below.

Revenue

As of December 31st, revenue received was \$11.5 million, or 45% of the revenue projection for the current fiscal year compared to 33% last year. Of this amount:

- Tobacco Tax receipts of approximately \$4m (of \$11.2m budgeted) or 36% was received for the first six months of the fiscal year. Proposition 10 revenues are typically received 2 months in arrears consistent with prior year's trends.
- Other First 5 income includes \$530,288 (of \$1.7m budgeted) or 30% of funding received. Funding consists of First 5 California IMPACT 1 and 2 grant reimbursements, First 5 California IMPACT Incentive Layer and Children's Council of San Francisco (First 5 San Francisco/Hub) reimbursements based on expenses incurred during the period.
- As of December 31st, \$5.5m (of \$3.7m budgeted) or 147% of Interagency Income had been received mainly from reimbursements from several contracts with Alameda County Public Health Department (Help Me Grow Linkage Line, Healthy Teeth, Healthy Communities Dental Transformation contracts), Alameda County Health Care Services Agency (Fathers Corp program support), Alameda County Social Services Agency (CalWORKs program support), Alameda County Office of Education (QRIS Block Grant 7, Inclusive ELC grant) and California Department of Education QCC QRIS Block Grant 2 and 3 funding, including the final installment of 10% for

the QCC QRIS Block Grant 2. In addition, F5AC received a \$4m contract from Alameda County Social Services Agency in December 2020 to support the Alameda County Family Child Care COVID-19 Relief Grant process to award funding to family child-care providers and to distribute essential supplies to community-based partners.

- Grant funding of \$475,787 (of \$461,300 budgeted) or 103% was received from Connecticut Children’s Medical Center, Sunlight Giving who awarded F5AC with two new grants totaling \$120,000 to fund COVID-19 related support to Alameda County families, Alameda Alliance for Health to support a pediatric care coordination pilot and Aurrera Health Group to support provider engagement and training activities of the “ACES Aware” program.
- MAA invoicing for FY 2019-20 expenditures is in process and reimbursements are expected later this calendar year. MAA revenue is budgeted at \$1.5m for FY 2020-21.

Expenses

At \$11.8m, total Expenditures for the first six months were 46% of the budgeted amount of \$25.7m. Personnel costs are at 41% of the budgeted amount and include budgeted hiring to support program work in the remaining fiscal year. Contracts and grants expenses are at \$6.7m or 50% of budget. This line item includes the \$2.7m of COVID-19 relief funds from Alameda County Social Services agency that was distributed to family child-care providers in December 2020. Invoicing for first and second quarter contract payments are currently underway and will be reflected in third quarter expenditures. Consistent with prior year practice, the majority of contracts and professional services contract expenses are paid in the second half of the fiscal year due to the timing of when reporting and invoices are received.

Program operating costs are at 49% of budget; expenses are incurred at different times of the year based on various program factors. Administrative costs for the 6-month period are at 4.23%. We anticipate experiencing a greater rate of budgeted spending through the end of the fiscal year. Infrastructure cost spending is closely in line with the budget for the 6-month mark and is comprised primarily of agency wide administrative expenses including insurance premium payments and office operating costs.

Summary

Total receipt of revenues is on the lower end at the mid-year primarily due to the timing of monies to be received from the State Controller’s Office for Proposition 10 revenue payments and revenues due to be received from other First 5 Income. Expenses incurred are also lower at the mid-year mark as has always been the case in previous years and will change as the year progresses and expense line items are expected to trend closer to budget projections by year-end.

Background: Proposed FY 2020-21 Budget Modifications

The operating budget for FY 2020-21 was adopted by the Commission in June 2020. As in prior years, First 5 Alameda County staff submit mid-year proposals to modify the adopted budget to address material changes in revenue, seek approval for unanticipated expenses that may have occurred and make necessary transfers and adjustments to reflect changes to program goals since the adoption of the original budget.

Revenue and Available Funds

The FY 2020-21 adopted budget projects revenue and available funding totaling \$25,709,664. The proposed budget modification changes this amount to \$30,637,925, a net increase of \$4,928,261.

The primary changes in revenue for this fiscal year are the addition of Interagency income from Alameda County Social Services Agency, private funding from Sunlight Giving and Aurrera Health Group.

Expenditures

The FY 2020-21 adopted budget projects expenses totaling \$25,709,664. The proposed budget modification changes this amount to \$30,637,925, a net increase of \$4,928,261. Please refer to the following summary of major changes and the attached worksheet detailing proposed revised revenue.

New Revenue Received/Budgeted Since Adoption of Original Budget:

	Funder/Source	Strategy/Project	Amount (\$)	Description/Purpose
1	Alameda County Social Services Agency	COVID-19 Community Resilience Fund	\$4,000,000	Funding to support COVID-19 relief grants to family child-care providers and contract with SupplyBank.Org to purchase and distribute essential community supplies to families, community-based partners and providers in the County.
2	California Department of Education	Quality Early Childhood Education – Quality Counts CA (QCC) QRIS Block Grant 2	\$21,059	Original grant term of July 1, 2019 – September 30, 2020 was extended to December 31, 2020; additional revenue represents carryover from June 30, 2020. The grant supports local QRIS consortia to provide training, technical assistance, and resources to help early learning and care (ELC) providers meet a higher tier of quality for infant/toddler and non-CSSP sites.

	Funder/Source	Strategy/Project	Amount (\$)	Description/Purpose
3	Sunlight Giving	Quality Early Care & Education & COVID-19 Community Resilience Fund	\$120,000	New funding awards from Sunlight Giving for FY 2020-21 (\$50,000 and \$70,000 awards) for community-based COVID-19 relief support (e.g., rental assistance, purchase/distribution of essential supplies).
4	Connecticut Children's Medical Center	Early Identification	\$3,500	Additional funding stipend to support the National Help Me Grow WIC Community of Practice for the term of November 1, 2020 - May 31, 2021.
5	Aurrera Health Group	Early Identification -- ACES Aware Pilot Project	\$325,470	New FY 2020-21 funding award from Aurrera Health Group for provider engagement activities and peer-to-peer learning and training with pediatric sites in support of the ACES Aware program.
6	Investment Revenue	Administration, Information & Technology	\$375,000	Funding was not originally budgeted.
7	Miscellaneous Revenue	Community Resilience Fund	\$83,232	Refunds from Resource and Referral agencies (4Cs of Alameda County, Bananas and Hively) for COVID-19 emergency relief supplies.

Fiscal Impact

The fiscal impact of the budget modification is a net increase of \$4,928,261 in revenues and expenses, funded by grants and reimbursements, bringing the total budget to \$30,637,925.

Recommendation

That the Commission approve the FY 2020-21 Mid-Year Financial Report and Proposed Budget Modifications.

Submitted by:

DocuSigned by:
Christine Hom
5659DE0B756A46A...
Christine Hom
Finance Officer

Reviewed by:

DocuSigned by:
Kristin Spanos
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Kristin Spanos
Chief Executive Officer

DocuSigned by:
Mojgan Vjeh
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Mojgan Vjeh
Director of Operations & Technology

DocuSigned by:
Maria Canteros
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Maria Canteros
Finance Administrator

**First 5 Alameda County
Budget vs. Actual Expenditures by Category
Proposed Revisions
For the Period July 1, 2020
- December 31, 2020**

Expenditures	Original Budget FY2020-21	Actuals	% Spent in first half this year	% Spent in first half last year	Proposed Revised Budget FY2020-21	% Spent in first half this year	Proposed Revised Budget Balance Remaining
Personnel Costs	10,572,478	4,313,805	41%	41%	10,822,478	40%	6,508,673
Program Contracts and Grants*	13,427,579	6,726,395	50%	17%	17,239,180	39%	10,512,785
Program Operating Costs**	656,305	323,831	49%	37%	1,522,965	21%	1,199,134
Infrastructure Costs	1,053,302	442,850	42%	42%	1,053,302	42%	610,452
TOTAL EXPENDITURES	25,709,664	11,806,881	46%	29%	30,637,925	39%	18,831,044

* Program Contracts and Grants also include stipends and professional services contracts with individuals or vendors for time limited services that support program work (e.g. consultants, web design, etc.)

** Program Operating costs: Costs that support agency program implementation (e.g. supplies, travel, meeting costs, etc.)

Notes: Proposed revisions reflect changes in planned Expenditure Category costs for FY 2020-21

FY 2020-21 proposed increase in expenditure categories for contracts, grants and program operating costs are primarily per the increase in externally funded activities supporting the Community Resilience Fund activities, new funded activities in Early ID and adjustments to strategy budgets between contracts and program operating costs to support the Community Resilience Fund.

**First 5 Alameda County
Proposed Revised Operating Expenditure Budget By Strategy
July 1, 2020 - June 30, 2021**

	Parent Engagement & Support	Early ID	Quality Early Childhood Education	Fatherhood	Neighborhoods Ready for School	Innovation	Policy, Planning & Evaluation	Training & Capacity Building	Communications	Administration, Information and Technology	COVID-19 Community Resilience Fund	TOTAL ORIGINAL BUDGET
ORIGINAL BUDGET												
	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21
Personnel Costs												
Salaries & Benefits	1,064,386	2,014,415	1,884,877	216,663	489,348	0	1,688,437	350,085	373,312	2,490,955	0	10,572,478
Program Contracts/Grants												
Contracts	2,387,234	632,000	2,077,215	256,500	2,956,652	200,000	365,700	224,915	21,188	450,000	2,618,000	12,189,404
Grants & Stipends	0	0	803,403	11,000	0	0	0	0	0	0	0	814,403
Professional Services*	0	150,272	136,500	27,000	10,000	0	0	85,000	0	15,000	0	423,772
Total Contracts/Grants	2,387,234	782,272	3,017,118	294,500	2,966,652	200,000	365,700	309,915	21,188	465,000	2,618,000	13,427,579
Program Operating Costs**	66,105	98,360	88,233	61,836	44,000	0	55,663	40,000	5,500	161,608	35,000	656,305
Infrastructure Costs	0	0	0	0	0	0	0	0	0	1,053,302	0	1,053,302
Total Direct Program Costs	3,517,725	2,895,047	4,990,228	572,999	3,500,000	200,000	2,109,800	700,000	400,000	4,170,865	2,653,000	25,709,664

	Parent Engagement & Support	Early ID	Quality Early Childhood Education	Fatherhood	Neighborhoods Ready for School	Innovation	Policy, Planning & Evaluation	Training & Capacity Building	Communications	Administration, Information and Technology	COVID-19 Community Resilience Fund	TOTAL REVISED BUDGET
PROPOSED REVISED BUDGET												
	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21
Personnel Costs												
Salaries & Benefits	1,064,386	2,014,415	1,884,877	216,663	489,348	0	1,688,437	350,085	373,312	2,740,955	0	10,822,478
Program Contracts/Grants												
Contracts	1,929,904	924,363	2,216,360	256,500	2,956,652	200,000	365,700	224,915	21,188	575,000	3,583,000	13,253,582
Grants & Stipends	0	0	803,403	11,000	0	0	0	0	0	0	2,720,423	3,534,826
Professional Services*	0	132,272	136,500	27,000	10,000	0	0	85,000	0	15,000	45,000	450,772
Total Contracts/Grants	1,929,904	1,056,635	3,156,263	294,500	2,966,652	200,000	365,700	309,915	21,188	590,000	6,348,423	17,239,180
Program Operating Costs**	523,435	104,146	88,233	61,836	44,000	0	55,663	40,000	5,500	212,343	387,809	1,522,965
Infrastructure Costs	0	0	0	0	0	0	0	0	0	1,053,302	0	1,053,302
Total Direct Program Costs	3,517,725	3,175,196	5,129,373	572,999	3,500,000	200,000	2,109,800	700,000	400,000	4,596,600	6,736,232	30,637,925

* Professional Services Contracts : Contracts with individuals or vendors for time limited services that support program work (e.g. consultants, web design, etc.)

** Program Operating costs: Costs that support agency program implementation (e.g. supplies, travel, meeting costs, etc.)

	Parent Engagement & Support	Early ID	Quality Early Childhood Education	Fatherhood	Neighborhoods Ready for School	Innovation	Policy, Planning & Evaluation	Training & Capacity Building	Communications	Administration, Information and Technology	COVID-19 Community Resilience Fund	BUDGET CHANGES
NET CHANGES BY STRATEGY FY 2020-21												
	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21	FY 2020-21
Total Direct Program Costs	0	280,149	139,145	0	0	0	0	0	0	425,735	4,083,232	4,928,261

**First 5 Alameda County
Investment Report - Chandler Asset Management
For the Period July 1, 2020 - December 31, 2020**

INVESTMENT INCOME:

<i>Interest Received</i>	\$	305,803
Total Investment Earnings	\$	305,803
<i>Less:</i>		
Investment Fees (Chandler)		(16,575)
Union Bank Custodial Fees		(1,497)
<i>Net Investment Income</i>	\$	<u>289,227</u>

INVESTMENT ACTIVITY:

Portfolios - Cost Basis at 6/30/20	\$	28,848,129
Purchases	\$	8,903,990
Maturities	\$	(340,000)
Sales	\$	(7,862,937)
Principal Pay Downs	\$	(235,240)
Calls	\$	(160,000)
Capital Gains/Losses	\$	63,648
Chandler and Union Bank Fees	\$	(18,072)
Portfolios - Cost Basis at 12/31/20	\$	29,199,518

COST VS. MARKET VALUE:

Portfolios at Market 12/31/20	\$	30,160,703
Portfolios at Cost 12/31/20		29,199,518
<i>Unrealized Gain (Loss) at 12/31/20</i>	\$	<u>961,185</u>

APPROXIMATE YIELD AND BENCHMARKS (Annualized) for FY 2020-21:

Chandler Asset Management	1.88%
Local Agency Investment Fund (LAIF)	0.49%
Alameda County Treasurer's Pool	1.53%



To: First 5 Alameda County Commission

From: Christine Hom, Finance Officer

Date: February 25, 2021

Subject: FY 2020-21 Mid-Year Investment Report, July 1, 2020 – December 31, 2020

REQUESTED ACTION

To approve the FY 2020-21 Mid-Year Investment Report covering the period July 1, 2020 – December 31, 2020.

BACKGROUND OF ACTIVITIES

As required by California Government Code, the investment objectives of First 5 Alameda County are first, to provide safety of principal to ensure the preservation of capital in the overall portfolio; second, to provide sufficient liquidity to meet all requirements that may be reasonably anticipated; and third, to earn a commensurate rate of return consistent with the constraints imposed by the safety and liquidity objectives.

The performance objective of the First 5 Alameda County investment portfolio is to earn a total rate of return that exceeds the total rate of return on identified benchmarks.

First 5 Alameda County maintains the majority of its funds invested in a portfolio of high quality, very liquid, fixed-income securities, which are professionally managed by the Commission's investment advisor, Chandler Asset Management. The remaining funds continue to be invested with the Alameda County Treasurer's pool. This report summarizes the activity and status of the investment portfolio as of December 31, 2020.

PORTFOLIO HIGHLIGHTS

The Investment Report shows the performance of funds that are invested in the portfolio with Chandler Asset Management. At the end of the last fiscal year (June 30, 2020), the total market value of the portfolio was \$29,995,821. The market value of the Chandler portfolio as of December 31, 2020 was \$30,160,703 at a cost of \$29,199,518.

INVESTMENT REPORT

Investment Activity

The Investment Activity shows all transactions affecting our portfolio as of December 31, 2020. Purchases of securities are conducted when a maturity occurs, or when the investment advisor sells a security before maturity to rebalance the portfolio. Rebalancing is conducted to manage the risk profile of the portfolio, diversify portfolio maturities and sectors, protect market value, and enhance overall return.

Investment Income

Investment income is primarily derived from interest or yield payments on securities held in the investment portfolio. Typically, interest income from each security is received semi-annually. The Commission's investment advisor buys, sells and exchanges securities consistent with the First 5 Alameda County Investment Policy in order to optimize overall yields.

Total investment earnings for the period ending December 31, 2020 was \$305,803. For the same period last fiscal year, the total investment earnings for the period ending December 31, 2019 was \$302,200. As market rates reset higher, the Commission's portfolio was able to capture higher interest income when funds were reinvested from maturities or sales.

Market Value and Unrealized Gains and Losses

The market value of the portfolio securities changes as a result of market supply and demand, shifts in interest rates, and other factors. There was an unrealized gain position of \$961,185 at the end of December 2020. This is determined by comparing the Cost and the Market Value of the portfolio on that date. This is a gain on paper only, implying that a gain would have been realized, had the portfolio been liquidated on December 31st. Since the portfolio was not liquidated, this section is for informational purposes only. Per the Governmental Accounting Standards Board (GASB), government entities must report unrealized gains and losses on investments (GASB 31).

Investment Fees

Fees include those levied by the portfolio manager and the fees levied by the account custodian Union Bank. The total fees paid during this period were \$18,072.

Yield Benchmarks

Investment yields are compared to the Local Agency Investment Fund (LAIF) and the Alameda County Treasury Investment Pool yields in order to benchmark investment manager performance. Chandler's average portfolio yield for the 6-month period of 1.88% is ahead of the LAIF yield of .49% and Alameda County Treasury Investment Pool yield of 1.53% for the year.

FISCAL IMPACT

The total realized investment earnings and interest received (net of fees) for July 1, 2020 – December 31, 2020 was \$289,227. Investment revenue for FY 2020-21 was not budgeted due to the financial and political climate and F5AC wished to wait until the mid-year budget modification to budget funding.

REQUESTED ACTION

To approve the FY 2020-21 July 1, 2020 – December 31, 2020 investment report.

Submitted by:

DocuSigned by:
Christine Hom
5659DF0B756A46A...

Christine Hom
Finance Officer

Reviewed by:

DocuSigned by:
Kristin Spanos
ED639B4561544E4...

Kristin Spanos
Chief Executive Officer

**First 5 Alameda County
Investment Report - Chandler Asset Management
For the Period July 1, 2020 - December 31, 2020**

INVESTMENT INCOME:

<i>Interest Received</i>	\$ 305,803
Total Investment Earnings	\$ 305,803
<i>Less:</i>	
Investment Fees (Chandler)	(16,575)
Union Bank Custodial Fees	(1,497)
<i>Net Investment Income</i>	<u>\$ 289,227</u>

INVESTMENT ACTIVITY:

Portfolios - Cost Basis at 6/30/20	\$ 28,848,129
Purchases	\$ 8,903,990
Maturities	\$ (340,000)
Sales	\$ (7,862,937)
Principal Pay Downs	\$ (235,240)
Calls	\$ (160,000)
Capital Gains/Losses	\$ 63,648
Chandler and Union Bank Fees	\$ (18,072)
Portfolios - Cost Basis at 12/31/20	\$ 29,199,518

COST VS. MARKET VALUE:

Portfolios at Market 12/31/20	\$ 30,160,703
Portfolios at Cost 12/31/20	29,199,518
<i>Unrealized Gain (Loss) at 12/31/20</i>	<u>\$ 961,185</u>

APPROXIMATE YIELD AND BENCHMARKS (Annualized) for FY 2020-21:

Chandler Asset Management	1.88%
Local Agency Investment Fund (LAIF)	0.49%
Alameda County Treasurer's Pool	1.53%



First 5 Alameda County

Holdings Report

Account #10022

As of December 31, 2020

CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
ABS									
47788CAC6	John Deere Owner Trust 2018-A A3 2.66% Due 4/18/2022	11,135.79	02/21/2018 2.68%	11,134.99 11,134.99	100.25 0.44%	11,163.74 13.16	0.04% 28.75	Aaa / NR AAA	1.30 0.12
43815HAC1	Honda Auto Receivables Trust 2018-3 A3 2.95% Due 8/22/2022	106,054.92	08/21/2018 2.98%	106,040.38 106,040.38	101.18 0.17%	107,311.14 86.91	0.35% 1,270.76	Aaa / NR AAA	1.64 0.43
47788EAC2	John Deere Owner Trust 2018-B A3 3.08% Due 11/15/2022	127,454.47	07/18/2018 3.10%	127,444.82 127,444.82	101.01 0.20%	128,746.98 174.47	0.43% 1,302.16	Aaa / NR AAA	1.87 0.35
43815NAC8	Honda Auto Receivables Trust 2019-3 A3 1.78% Due 8/15/2023	205,000.00	08/20/2019 1.79%	204,998.30 204,998.30	101.63 0.30%	208,346.22 162.18	0.69% 3,347.92	Aaa / AAA NR	2.62 1.09
58769EAC2	Mercedes-Benz Auto Lease Trust 2020- B A3 0.4% Due 11/15/2023	95,000.00	09/15/2020 0.40%	94,995.18 94,995.18	100.21 0.27%	95,200.17 16.89	0.31% 204.99	NR / AAA AAA	2.87 1.65
477870AC3	John Deere Owner Trust 2019-B A3 2.21% Due 12/15/2023	105,000.00	07/16/2019 2.23%	104,977.71 104,977.71	101.93 0.17%	107,026.50 103.13	0.35% 2,048.79	Aaa / NR AAA	2.96 0.94
92348AAA3	Verizon Owner Trust 2019-C A1A 1.94% Due 4/22/2024	140,000.00	10/01/2019 1.95%	139,989.21 139,989.21	102.15 0.26%	143,003.70 82.99	0.47% 3,014.49	NR / AAA AAA	3.31 1.26
65479JAD5	Nissan Auto Receivables Owner 2019-C A3 1.93% Due 7/15/2024	220,000.00	10/16/2019 1.94%	219,988.38 219,988.38	102.04 0.43%	224,486.90 188.71	0.74% 4,498.52	Aaa / AAA NR	3.54 1.35
43813DAC2	Honda Auto Receivables 2020-2 A3 0.82% Due 7/15/2024	95,000.00	05/18/2020 0.83%	94,992.52 94,992.52	100.98 0.24%	95,926.82 34.62	0.32% 934.30	Aaa / AAA NR	3.54 1.67
47789KAC7	John Deere Owner Trust 2020-A A3 1.1% Due 8/15/2024	305,000.00	Various 0.88%	306,396.78 306,396.78	101.25 0.30%	308,826.53 149.11	1.02% 2,429.75	Aaa / NR AAA	3.62 1.56
43813KAC6	Honda Auto Receivables Trust 2020-3 A3 0.37% Due 10/18/2024	155,000.00	09/22/2020 0.38%	154,977.23 154,977.23	100.17 0.29%	155,262.11 20.71	0.51% 284.88	NR / AAA AAA	3.80 2.01
47787NAC3	John Deere Owner Trust 2020-B A3 0.51% Due 11/15/2024	70,000.00	07/14/2020 0.52%	69,989.33 69,989.33	100.32 0.34%	70,225.05 15.87	0.23% 235.72	Aaa / NR AAA	3.88 1.87
89236XAC0	Toyota Auto Receivables 2020-D A3 0.35% Due 1/15/2025	125,000.00	10/06/2020 0.36%	124,976.71 124,976.71	99.98 0.36%	124,976.71 19.44	0.41% 0.00	NR / AAA AAA	4.04 1.94
92290BAA9	Verizon Owner Trust 2020-B A 0.47% Due 2/20/2025	220,000.00	08/04/2020 0.48%	219,953.80 219,953.80	100.35 0.30%	220,778.80 31.59	0.73% 825.00	Aaa / NR AAA	4.14 2.08

Holdings Report

As of December 31, 2020



CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
ABS									
44891RAC4	Hyundai Auto Receivables Trust 2020-C A3 0.38% Due 5/15/2025	160,000.00	10/20/2020 0.39%	159,963.15 159,963.15	100.17 0.31%	160,278.24 27.02	0.53% 315.09	NR / AAA AAA	4.37 2.51
Total ABS		2,139,645.18	1.28%	2,140,818.49	0.29%	2,161,559.61 1,126.80	7.14% 20,741.12	Aaa / AAA AAA	3.37 1.50

AGENCY									
3130A8QS5	FHLB Note 1.125% Due 7/14/2021	280,000.00	10/04/2016 1.33%	277,412.80 277,412.80	100.54 0.12%	281,503.32 1,461.25	0.93% 4,090.52	Aaa / AA+ AAA	0.53 0.53
3137EAEC9	FHLMC Note 1.125% Due 8/12/2021	550,000.00	09/26/2016 1.28%	545,952.00 545,952.00	100.61 0.12%	553,376.45 2,389.06	1.83% 7,424.45	Aaa / AA+ AAA	0.61 0.61
3130AF5B9	FHLB Note 3% Due 10/12/2021	250,000.00	11/29/2018 2.91%	250,630.00 250,630.00	102.22 0.16%	255,545.00 1,645.83	0.85% 4,915.00	Aaa / AA+ NR	0.78 0.77
3135G0T45	FNMA Note 1.875% Due 4/5/2022	560,000.00	06/19/2017 1.88%	559,915.44 559,915.44	102.21 0.12%	572,376.00 2,508.33	1.90% 12,460.56	Aaa / AA+ AAA	1.26 1.25
3135G0T78	FNMA Note 2% Due 10/5/2022	200,000.00	10/17/2017 2.04%	199,600.00 199,600.00	103.26 0.14%	206,526.00 955.56	0.68% 6,926.00	Aaa / AA+ AAA	1.76 1.73
3135G0T94	FNMA Note 2.375% Due 1/19/2023	425,000.00	Various 2.72%	418,473.00 418,473.00	104.58 0.14%	444,465.43 4,542.19	1.48% 25,992.43	Aaa / AA+ AAA	2.05 1.99
3137EAER6	FHLMC Note 0.375% Due 5/5/2023	560,000.00	05/05/2020 0.39%	559,764.80 559,764.80	100.51 0.16%	562,875.04 326.67	1.86% 3,110.24	Aaa / AA+ AAA	2.34 2.33
3135G04Q3	FNMA Note 0.25% Due 5/22/2023	555,000.00	05/20/2020 0.35%	553,329.45 553,329.45	100.24 0.15%	556,310.36 150.31	1.84% 2,980.91	Aaa / AA+ AAA	2.39 2.38
3137EAEN5	FHLMC Note 2.75% Due 6/19/2023	350,000.00	07/20/2018 2.86%	348,243.00 348,243.00	106.32 0.18%	372,109.85 320.83	1.23% 23,866.85	Aaa / AA+ AAA	2.47 2.40
3135G05G4	FNMA Note 0.25% Due 7/10/2023	460,000.00	07/08/2020 0.32%	459,011.00 459,011.00	100.24 0.16%	461,098.48 546.25	1.52% 2,087.48	Aaa / AA+ AAA	2.52 2.51
313383YJ4	FHLB Note 3.375% Due 9/8/2023	100,000.00	10/29/2018 3.08%	101,313.00 101,313.00	108.55 0.18%	108,552.90 1,059.38	0.36% 7,239.90	Aaa / AA+ NR	2.69 2.57

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AGENCY									
3135G0U43	FNMA Note 2.875% Due 9/12/2023	540,000.00	09/12/2018 2.96%	537,786.00 537,786.00	107.15 0.21%	578,612.16 4,700.63	1.93% 40,826.16	Aaa / AA+ AAA	2.70 2.59
3135G06H1	FNMA Note 0.25% Due 11/27/2023	540,000.00	11/23/2020 0.29%	539,384.40 539,384.40	100.09 0.22%	540,487.08 135.00	1.78% 1,102.68	Aaa / AA+ AAA	2.91 2.89
3130A0F70	FHLB Note 3.375% Due 12/8/2023	490,000.00	Various 2.74%	504,102.90 504,102.90	109.25 0.21%	535,336.76 1,056.57	1.77% 31,233.86	Aaa / AA+ AAA	2.94 2.82
3130AB3H7	FHLB Note 2.375% Due 3/8/2024	550,000.00	04/29/2019 2.37%	550,038.50 550,038.50	106.79 0.24%	587,324.65 4,100.17	1.95% 37,286.15	Aaa / AA+ NR	3.19 3.07
3130A1XJ2	FHLB Note 2.875% Due 6/14/2024	550,000.00	06/18/2019 1.96%	573,792.90 573,792.90	109.16 0.21%	600,364.06 746.71	1.98% 26,571.16	Aaa / AA+ NR	3.45 3.31
3130A2UW4	FHLB Note 2.875% Due 9/13/2024	475,000.00	09/13/2019 1.79%	499,600.25 499,600.25	109.67 0.25%	520,924.43 4,096.88	1.73% 21,324.18	Aaa / AA+ AAA	3.70 3.51
3135G0W66	FNMA Note 1.625% Due 10/15/2024	410,000.00	Various 1.27%	416,324.90 416,324.90	105.41 0.19%	432,194.53 1,406.53	1.43% 15,869.63	Aaa / AA+ AAA	3.79 3.68
3135G0X24	FNMA Note 1.625% Due 1/7/2025	520,000.00	Various 1.22%	529,792.20 529,792.20	105.38 0.28%	547,959.36 4,084.17	1.82% 18,167.16	Aaa / AA+ AAA	4.02 3.87
3137EAEP0	FHLMC Note 1.5% Due 2/12/2025	645,000.00	02/13/2020 1.52%	644,503.35 644,503.35	104.90 0.30%	676,623.06 3,735.63	2.25% 32,119.71	Aaa / NR AAA	4.12 3.98
3135G03U5	FNMA Note 0.625% Due 4/22/2025	510,000.00	04/22/2020 0.67%	508,949.40 508,949.40	101.18 0.35%	515,995.05 610.94	1.71% 7,045.65	Aaa / AA+ AAA	4.31 4.25
3135G04Z3	FNMA Note 0.5% Due 6/17/2025	600,000.00	Various 0.47%	600,600.40 600,600.40	100.53 0.38%	603,183.00 116.66	1.99% 2,582.60	Aaa / AA+ AAA	4.46 4.41
3137EAEU9	FHLMC Note 0.375% Due 7/21/2025	340,000.00	07/21/2020 0.48%	338,306.80 338,306.80	100.05 0.36%	340,179.52 559.58	1.12% 1,872.72	Aaa / AA+ AAA	4.56 4.51
3135G05X7	FNMA Note 0.375% Due 8/25/2025	640,000.00	Various 0.46%	637,215.80 637,215.80	99.98 0.38%	639,859.84 826.67	2.11% 2,644.04	Aaa / AA+ AAA	4.65 4.60
3137EAEX3	FHLMC Note 0.375% Due 9/23/2025	645,000.00	Various 0.44%	643,091.55 643,091.55	99.83 0.41%	643,926.72 645.00	2.13% 835.17	Aaa / AA+ AAA	4.73 4.68
3135G06G3	FNMA Note 0.5% Due 11/7/2025	630,000.00	Various 0.55%	628,448.60 628,448.60	100.42 0.41%	632,635.29 428.75	2.09% 4,186.69	Aaa / AA+ AAA	4.85 4.78
Total Agency		12,375,000.00	1.33%	12,425,582.44	0.24%	12,770,344.34 43,155.55	42.29% 344,761.90	Aaa / AA+ AAA	3.17 3.10

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CORPORATE									
30231GAV4	Exxon Mobil Corp Callable Note Cont 2/1/2021 2.222% Due 3/1/2021	415,000.00	Various 1.97%	419,645.45 419,645.45	100.14 0.48%	415,595.11 3,073.77	1.38% (4,050.34)	Aa1 / AA NR	0.16 0.09
24422ESL4	John Deere Capital Corp Note 2.8% Due 3/4/2021	182,000.00	05/24/2017 2.12%	186,428.06 186,428.06	100.41 0.43%	182,753.12 1,656.20	0.61% (3,674.94)	A2 / A A	0.17 0.17
369550BE7	General Dynamics Corp Note 3% Due 5/11/2021	345,000.00	Various 3.25%	342,578.25 342,578.25	100.96 0.33%	348,323.39 1,437.50	1.15% 5,745.14	A2 / A NR	0.36 0.36
857477AV5	State Street Bank Note 1.95% Due 5/19/2021	215,000.00	05/16/2016 1.96%	214,888.20 214,888.20	100.67 0.21%	216,431.69 489.13	0.72% 1,543.49	A1 / A AA-	0.38 0.38
594918BP8	Microsoft Callable Note Cont 7/8/2021 1.55% Due 8/8/2021	285,000.00	Various 1.57%	284,662.35 284,662.35	100.69 0.22%	286,960.52 1,754.73	0.95% 2,298.17	Aaa / AAA AA+	0.60 0.52
68389XBK0	Oracle Corp Callable Note Cont 8/15/2021 1.9% Due 9/15/2021	350,000.00	11/29/2016 2.40%	342,163.50 342,163.50	101.01 0.28%	353,524.50 1,958.06	1.17% 11,361.00	A3 / A A-	0.71 0.62
89236TDP7	Toyota Motor Credit Corp Note 2.6% Due 1/11/2022	350,000.00	03/14/2018 3.04%	344,477.20 344,477.20	102.36 0.30%	358,255.45 4,297.22	1.20% 13,778.25	A1 / A+ A+	1.03 1.01
532457BQ0	Eli Lilly & Co Note 2.35% Due 5/15/2022	350,000.00	08/24/2017 2.15%	353,052.00 353,052.00	102.71 0.37%	359,467.85 1,050.97	1.19% 6,415.85	A2 / A+ NR	1.37 1.35
69353RFE3	PNC Bank Callable Note Cont 6/28/2022 2.45% Due 7/28/2022	380,000.00	07/25/2017 2.45%	379,965.80 379,965.80	103.28 0.25%	392,446.14 3,956.75	1.31% 12,480.34	A2 / A A+	1.57 1.46
44932HAC7	IBM Credit Corp Note 2.2% Due 9/8/2022	340,000.00	11/29/2017 2.58%	334,247.20 334,247.20	103.49 0.13%	351,856.82 2,347.89	1.17% 17,609.62	A2 / A NR	1.69 1.65
48128BAB7	JP Morgan Chase & Co Callable Note 1X 1/15/2022 2.972% Due 1/15/2023	295,000.00	02/09/2018 3.19%	292,153.25 292,153.25	102.72 0.34%	303,034.33 4,042.75	1.01% 10,881.08	A2 / A- AA-	2.04 1.02
24422ETG4	John Deere Capital Corp Note 2.8% Due 3/6/2023	150,000.00	05/21/2018 3.48%	145,521.00 145,521.00	105.54 0.25%	158,315.10 1,341.67	0.53% 12,794.10	A2 / A A	2.18 2.11
084670BR8	Berkshire Hathaway Callable Note Cont 1/15/2023 2.75% Due 3/15/2023	250,000.00	11/26/2018 3.51%	242,522.50 242,522.50	105.02 0.28%	262,540.50 2,024.31	0.87% 20,018.00	Aa2 / AA A+	2.20 1.98
037833AK6	Apple Inc Note 2.4% Due 5/3/2023	255,000.00	11/28/2018 3.54%	243,216.45 243,216.45	104.90 0.30%	267,485.82 986.00	0.89% 24,269.37	Aa1 / AA+ NR	2.34 2.28
02665WCJ8	American Honda Finance Note 3.45% Due 7/14/2023	110,000.00	07/11/2018 3.49%	109,809.70 109,809.70	107.70 0.39%	118,473.41 1,760.46	0.40% 8,663.71	A3 / A- NR	2.53 2.41

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CORPORATE									
69371RP59	Paccar Financial Corp Note 3.4% Due 8/9/2023	270,000.00	08/06/2018 3.41%	269,889.30 269,889.30	107.98 0.32%	291,540.60 3,621.00	0.97% 21,651.30	A1 / A+ NR	2.61 2.49
06406RAJ6	Bank of NY Mellon Corp Note 3.45% Due 8/11/2023	350,000.00	05/16/2019 2.79%	359,205.00 359,205.00	108.10 0.33%	378,337.05 4,695.83	1.26% 19,132.05	A1 / A AA-	2.61 2.49
02665WCQ2	American Honda Finance Note 3.625% Due 10/10/2023	260,000.00	10/03/2018 3.64%	259,786.80 259,786.80	108.80 0.43%	282,880.26 2,120.63	0.94% 23,093.46	A3 / A- NR	2.78 2.65
06051GHF9	Bank of America Corp Callable Note 1X 3/5/2023 3.55% Due 3/5/2024	350,000.00	03/06/2019 3.01%	351,424.50 351,424.50	106.83 0.40%	373,901.50 4,003.61	1.25% 22,477.00	A2 / A- A+	3.18 2.09
89114QCB2	Toronto Dominion Bank Note 3.25% Due 3/11/2024	350,000.00	03/26/2019 2.97%	354,431.00 354,431.00	108.60 0.53%	380,103.50 3,475.69	1.27% 25,672.50	Aa3 / A AA-	3.19 3.03
404280BS7	HSBC Holdings PLC Callable Note 1X 5/18/2023 3.95% Due 5/18/2024	350,000.00	08/28/2019 2.19%	367,794.00 367,794.00	107.87 0.62%	377,533.45 1,651.32	1.25% 9,739.45	A2 / A- A+	3.38 2.29
69371RQ25	Paccar Financial Corp Note 2.15% Due 8/15/2024	75,000.00	08/08/2019 2.20%	74,834.25 74,834.25	105.82 0.53%	79,364.63 609.17	0.26% 4,530.38	A1 / A+ NR	3.62 3.47
78015K7C2	Royal Bank of Canada Note 2.25% Due 11/1/2024	355,000.00	12/05/2019 2.26%	354,815.40 354,815.40	106.38 0.56%	377,651.49 1,331.25	1.25% 22,836.09	A2 / A AA	3.84 3.68
14913Q3B3	Caterpillar Finl Service Note 2.15% Due 11/8/2024	325,000.00	02/19/2020 1.83%	329,628.00 329,628.00	106.53 0.44%	346,208.53 1,028.72	1.15% 16,580.53	A3 / A A	3.86 3.70
90331HPL1	US Bank NA Callable Note Cont 12/21/2024 2.05% Due 1/21/2025	365,000.00	01/16/2020 2.10%	364,222.55 364,222.55	105.82 0.57%	386,251.03 3,325.56	1.29% 22,028.48	A1 / AA- AA-	4.06 3.80
Total Corporate		7,322,000.00	2.63%	7,321,361.71 7,321,361.71	0.38%	7,649,235.79 58,040.19	25.44% 327,874.08	A1 / A+ A+	2.11 1.87
MONEY MARKET FUND FI									
60934N104	Federated Investors Government Obligations Fund	58,663.15	Various 0.01%	58,663.15 58,663.15	1.00 0.01%	58,663.15 0.00	0.19% 0.00	Aaa / AAA AAA	0.00 0.00
Total Money Market Fund FI		58,663.15	0.01%	58,663.15 58,663.15	0.01%	58,663.15 0.00	0.19% 0.00	Aaa / AAA AAA	0.00 0.00

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MUNICIPAL BONDS									
13063DRK6	California State Taxable GO 2.4% Due 10/1/2024	345,000.00	10/16/2019 1.91%	352,924.65 352,924.65	107.14 0.48%	369,615.75 2,070.00	1.23% 16,691.10	Aa2 / AA- AA	3.75 3.59
Total Municipal Bonds		345,000.00	1.91%	352,924.65	0.48%	369,615.75 2,070.00	1.23% 16,691.10	Aa2 / AA- AA	3.75 3.59
SUPRANATIONAL									
45950KCM0	International Finance Corp Note 2.25% Due 1/25/2021	195,000.00	Various 2.49%	193,699.11 193,699.11	100.13 0.35%	195,246.87 1,901.25	0.65% 1,547.76	Aaa / AAA NR	0.07 0.07
4581X0CW6	Inter-American Dev Bank Note 2.125% Due 1/18/2022	545,000.00	01/10/2017 2.15%	544,329.65 544,329.65	101.94 0.27%	555,556.65 5,243.73	1.85% 11,227.00	Aaa / NR AAA	1.05 1.03
4581X0CZ9	Inter-American Dev Bank Note 1.75% Due 9/14/2022	250,000.00	09/26/2017 2.01%	246,912.50 246,912.50	102.67 0.18%	256,686.25 1,300.35	0.85% 9,773.75	Aaa / AAA AAA	1.70 1.68
45905JL8	Intl. Bank Recon & Development Note 0.5% Due 10/28/2025	280,000.00	10/21/2020 0.52%	279,683.60 279,683.60	100.19 0.46%	280,523.88 245.00	0.93% 840.28	Aaa / AAA AAA	4.83 4.76
Total Supranational		1,270,000.00	1.82%	1,264,624.86 1,264,624.86	0.30%	1,288,013.65 8,690.33	4.28% 23,388.79	Aaa / AAA AAA	1.85 1.82
US TREASURY									
912828J43	US Treasury Note 1.75% Due 2/28/2022	580,000.00	03/13/2017 2.14%	569,512.10 569,512.10	101.89 0.12%	590,965.48 3,448.76	1.96% 21,453.38	Aaa / AA+ AAA	1.16 1.15
912828XG0	US Treasury Note 2.125% Due 6/30/2022	450,000.00	08/15/2017 1.82%	456,382.37 456,382.37	102.99 0.13%	463,464.90 26.42	1.53% 7,082.53	Aaa / AA+ AAA	1.50 1.48
912828L24	US Treasury Note 1.875% Due 8/31/2022	250,000.00	09/26/2017 1.87%	250,108.26 250,108.26	102.90 0.13%	257,246.00 1,592.71	0.85% 7,137.74	Aaa / AA+ AAA	1.67 1.63
912828L57	US Treasury Note 1.75% Due 9/30/2022	540,000.00	10/17/2017 1.99%	534,009.38 534,009.38	102.82 0.13%	555,250.68 2,414.42	1.84% 21,241.30	Aaa / AA+ AAA	1.75 1.72
912828N30	US Treasury Note 2.125% Due 12/31/2022	450,000.00	01/25/2018 2.46%	443,003.91 443,003.91	103.98 0.13%	467,912.25 26.42	1.54% 24,908.34	Aaa / AA+ AAA	2.00 1.97

Holdings Report

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CUSIP	Security Description	Par Value/Units	Purchase Date Book Yield	Cost Value Book Value	Mkt Price Mkt YTM	Market Value Accrued Int.	% of Port. Gain/Loss	Moody/S&P Fitch	Maturity Duration
US TREASURY									
912828V23	US Treasury Note 2.25% Due 12/31/2023	425,000.00	06/26/2019 1.78%	433,533.20 433,533.20	106.24 0.16%	451,529.35 26.42	1.49% 17,996.15	Aaa / AA+ AAA	3.00 2.92
912828B66	US Treasury Note 2.75% Due 2/15/2024	600,000.00	04/29/2019 2.31%	611,859.38 611,859.38	108.02 0.18%	648,117.00 6,232.34	2.16% 36,257.62	Aaa / AA+ AAA	3.13 2.99
912828X70	US Treasury Note 2% Due 4/30/2024	110,000.00	06/10/2019 1.92%	110,386.72 110,386.72	105.99 0.19%	116,591.42 376.80	0.39% 6,204.70	Aaa / AA+ AAA	3.33 3.23
912828XX3	US Treasury Note 2% Due 6/30/2024	600,000.00	12/12/2019 1.74%	606,867.19 606,867.19	106.25 0.21%	637,523.40 33.15	2.10% 30,656.21	Aaa / AA+ AAA	3.50 3.40
912828D56	US Treasury Note 2.375% Due 8/15/2024	600,000.00	08/29/2019 1.45%	626,601.56 626,601.56	107.78 0.22%	646,663.80 5,382.47	2.15% 20,062.24	Aaa / AA+ AAA	3.62 3.47
9128283D0	US Treasury Note 2.25% Due 10/31/2024	450,000.00	11/07/2019 1.77%	460,177.73 460,177.73	107.66 0.24%	484,488.45 1,734.12	1.60% 24,310.72	Aaa / AA+ AAA	3.84 3.68
912828ZC7	US Treasury Note 1.125% Due 2/28/2025	525,000.00	03/18/2020 0.81%	533,100.59 533,100.59	103.53 0.27%	543,518.32 2,006.82	1.80% 10,417.73	Aaa / AA+ AAA	4.16 4.06
Total US Treasury		5,580,000.00	1.82%	5,635,542.39	0.18%	5,863,271.05 23,300.85	19.43% 227,728.66	Aaa / AA+ AAA	2.76 2.68
TOTAL PORTFOLIO		29,090,308.33	1.78%	29,199,517.69	0.27%	30,160,703.34 136,383.72	100.00% 961,185.65	Aa1 / AA AAA	2.78 2.54
TOTAL MARKET VALUE PLUS ACCRUED						30,297,087.06			



Policy Updates

February 2021

STATE UPDATES

Budget proposals

First 5 Alameda joined the First 5 Association in support positions on three budget proposals to stabilize and expand the early learning and care field; bolster economic supports for families, and provide continuous health care coverage for young children and postpartum women:

EITC Coalition: Building off the Governor's Golden State Stimulus proposal, which provided \$600 to EITC filers, including those who filed an Individual Tax Identification Numbers (ITIN), the EITC Coalition seeks to further increase benefits to ITIN filers, recognizing that federal aid largely has not reached immigrant populations. Also, it is estimated that 70% of ITIN filers have children, making this a strong economic security proposal for families. The Golden State Stimulus proposal is being debated in the first expedited budget package, which is underway now.

ECE Coalition: The ECE Coalition is putting forth a multi-year, multi-billion budget ask to stabilize and expand the state early learning and care system. The ask includes reimbursement rate increases and reform for providers, additional spaces across the mixed delivery systems with a specific focus on 0-3, one-time workforce development and facilities funding, and more. The coalition also urges the immediate release of the first \$300 M (of the \$1B in CCDBG funding that was provided in the federal December COVID relief package).

- Based on local population, Alameda County might expect to receive approximately \$40M of the nearly \$1B directed to the state. This is equivalent to 2-3 months' worth of the revenue shortfall faced by the child care sector in Alameda County.

Continuous Medi-Cal Eligibility: Current Medi-Cal eligibility redetermination has been waived through the end of the public health crisis. A group of maternal and child health partners are proposing to keep the current Medi-Cal continuous coverage. Specifically, the partners are seeking 12-month of continuous coverage for women postpartum regardless of a mental health condition and for children 0-5. Continuous coverage is critical for limiting disruptions in accessing care during these critical phases when medical visits should be frequent.



LAO analysis

In February, the Legislative Analyst's Office released analysis of several key components of the Governor's Budget:

- [Analysis of the Governor's CalWORKs Proposals](#), which notes that caseload has declined quickly in recent months, contrary to assumptions of the Governor's budget and contrary to the historic relationship between caseload and economic data (which suggests caseload should increase following increased unemployment). The analysis recommends future analysis and recommends adopting strategies to ensure that CalWORKs assistance reaches eligible families.
- [Analysis of the Governor's Child Care Proposals](#), which recommends reconsidering or postponing the transfer of most child care programs from CDE to CDSS.
- [Analysis of the Transitional Kindergarten Expansion Package](#), which suggests that the state likely could sustain ongoing costs to Expand TK, but expansion would limit other education augmentations and would have sizeable impact on State Preschool.
- [Analysis of the Medi-Cal Budget Package](#), which includes a series analyzing the Governor's California Advancing and Innovating Medi-Cal (CalAIM) proposal.

Golden State Stimulus

Wednesday, February 17, the Governor and Legislative Leadership announced a [negotiated relief package](#) that will move through an expedited budget process. Most notably, the proposal would expand the EITC Golden State Stimulus financial relief and release \$400M in federal child care funding:

Golden State Stimulus

Direct Relief to Individuals & Families. Based on local population, Alameda County might expect to receive approximately \$110M of the \$2.7B directed to the state.

- \$600 additional tax rebate for all CalEITC recipients for 2020 tax year (\$2.3 billion CA)
- \$600 tax rebate for all ITIN tax filers up to \$75,000 of income (\$470 million CA)
- \$600 additional grant for families enrolled in CalWORKs (\$243 million CA)
- \$600 additional grant for individuals enrolled in Supplemental Security Income (SSI) or Cash Assistance Program for Immigrants (CAPI). (\$750 million CA)
- Combined, payments are estimated to reach 5.7 million low-income Californians (approximately 240,000 in Alameda County)

State Proposal to Release Federal Funding

Proposal to release \$400 million in new federal funds (of the nearly \$1 billion received in Federal CCDBG funds, Dec 2020). Based on local population, Alameda County might expect to receive approximately \$17M of the funding directed to the state

- Provide stipends of \$525 per enrolled child for all state-subsidized child care and preschool providers serving approximately 400,000 children in subsidized care statewide.
- Extend care for children of essential workers through June of 2022,
- Increase access to subsidized child care for more than 8,000 children of essential workers and at-risk children – who are not currently served in the system – through June of 2022.



State Legislation Highlights

Early Learning and Care		
AB 22 (McCarty)	Transitional Kindergarten: enrollment for 4-year-old children	Expands Transitional Kindergarten (TK) to all 4 year olds by 2030 and makes changes to the TK program, including reduced class size, standardized curriculum, and career advancement support for teachers. Preserves family choice- can choose TK or California State Preschool Program (CSPP). Allows CSPP providers to provide before/after school care to TK kids. Part of the Master Plan legislative package.
AB 321 (Valladares)	Childcare services: eligibility	Would ensure children from homes in which the primary language is not English are eligible to enroll in state childcare services and preschools.
AB 393 (Reyes)	Early Childhood Development Act of 2020	Would support transfer of child care and development programs from California Department of Education (CDE) to California Department of Social Services (CDSS).
AB 568 (Rivas)	Early learning and care: complaints about discriminations and exclusion of children: Early Learning and Care Dashboard	<p>Would express the intent of the Legislature to enact legislation to address the suspension and expulsion of African American and Hispanic children in early learning and care at disproportionate rates and inequitable access to high-quality early learning and care.</p> <p>Would also add to the documentation required to be maintained by childcare resource and referral programs the number of requests for care by age of the child, race and ethnicity of the child, hours of care needed by race and ethnicity of the child, and the facility type requested by race and ethnicity of the child.</p>
AB 92 (Reyes)	Preschool and childcare and development services: family fees	Declares the intent of the Legislature to enact legislation to alleviate the burden of child care family fees on low-income families by creating an equitable sliding scale for family fees. Part of the Master Plan legislative package.
AB 1294 (Bonta)	Childcare: individualized county childcare subsidy plans	Authorizes the Counties of Alameda and Santa Clara to continue the individualized county childcare subsidy plan initially developed and approved under the pilot projects.
SB 246 (Leyva)	Early childhood education: reimbursement rates	Would establish a single regionalized state reimbursement rate system for child care, preschool, and early learning.
SB 50 (Limón)	Early learning and care: California Early Learning and Care Program	Streamlines early learning and care contracts and programs by establishing the California Early Learning and Care Program. Allows for intra-agency and inter-agency adjustments/fund transfers between California State Preschool Program (CSPP) contracts and general child care contracts (CCTR). Part of the Master Plan legislative package.

FIRST 5



Economic Relief		
AB 123 (Gonzalez)	Paid family leave: Weekly benefit amount	Would ensure workers utilizing the state’s Paid Family Leave (PFL) program can receive 90 percent of their income during the period of their leave.
AB 65 (Low)	California Basic Income Program	Would declare the intent of the Legislature to enact legislation to create a California Universal Basic Income Program.
Food & Nutrition		
AB 368 (Bonta)	Medically supportive food	Would require, no earlier than January 1, 2022, a pilot program for a 2-year period in 3 counties, including the County of Alameda, to provide food prescriptions for medically supportive food. Includes authority and establishment of controls, services, and contracts to implement the program. Includes a requirement to evaluate the pilot program upon its conclusion, to report to the Legislature on those findings, and to implement these provisions by various means, including provider bulletins, without taking regulatory action. The bill would repeal these provisions on January 1, 2027.
SB 364 (Skinner)	Pupil meals: End Child Hunger Act of 2021	Would make free meals available to every public school student without application process or eligibility determination.
SB 464 (Hurtado)	California Food Assistance Program: Eligibility	SB 464 would modernize the California Food Assistance Program (CFAP) to provide essential food assistance to California immigrants who are locked out of CalFresh just for their immigration status.
Health & Behavioral Health		
AB 32 (Aguiar-Curry)	Telehealth	Proposes policy changes to create payment parity between Medi-Cal managed care plans and commercial plans and allowing virtual enrollment for limited scope Medi-Cal programs. Additionally, the intent of the bill is to continue the provision of telehealth in Medi-Cal programs, including video and audio-only technology, by making the telehealth flexibilities instituted during the public health emergency permanent.
SB 395 (Caballero)	Healthy Outcomes and Prevention Education Act: excise tax: electronic cigarettes	<p>Would assess an additional point of sale %-based tax on vaping products -- the exact % is still to be determined and will be blank for introduction. Would dedicate funding as follows: 15% to early childhood/prop 10; 26% to public health/ Prop 99; 59% to health care/ Prop 56.</p> <p>Would create the Health Careers Opportunity Grant Program. This program would support medical professionals serving underserved and underserved areas. This program will be funded from Prop 56.</p>



FEDERAL UPDATES

Paid Family Leave Advocacy Letter

In February, First 5 Alameda submitted an [advocacy letter](#) to the county federal delegation about a national paid leave program, the FAMILY Act. The FAMILY Act would establish a comprehensive paid family and medical leave plan that gives adequate time off (12 weeks) and allows families to take leave to bond with a new or adopted baby or to care for a seriously ill family member.

Executive Order Highlights

First 5 Alameda is tracking and celebrating several key Executive Orders announced by the Biden administration since January. Highlights include:

- [An Executive Order February 2](#) which **revokes Trump’s order justifying separating families** at the border and creates a task force that recommends steps to reunite separated families.
- [An Executive Order January 28](#) which **reopens enrollment on HealthCare.gov** from Feb. 15 through May 15 and directs federal agencies to reexamine policies that may reduce or undermine access to the Affordable Care Act.
- [An Executive Order January 22](#) which restores collective bargaining power and worker protections for federal workers, and **lays the foundation for \$15 minimum wage**.
- [An Executive Order January 22](#) which **calls for assistance to those who are struggling to buy food, missed out on stimulus checks or are unemployed**. Among other things, the executive order and related guidance from the USDA serves **to streamline the eligibility process for families applying for Pandemic-EBT, makes Pandemic-EBT for school age children retroactive, and increases benefits by 15%**.
 - At the end of February, First 5 Alameda will receive updated data from SSA re: children 0-5 in the county receiving SNAP. This data will support analysis to estimate countywide total expected for P-EBT for children 0-5. According to CDSS CalFresh Data Dashboard, Alameda County’s current CalFresh caseload is about 150% of what it was in 2018. **So the county might expect around 20k-25k children age 0-5 to benefit from P-EBT.**
- [An Executive Order January 21](#) which directs the Department of Education and HHS to provide **guidance for safely reopening and operating schools, childcare providers** and institutions of higher education. The subsequently released guidance is generally less strict than CA has been debating for adoption.
- [An Executive Order January 21](#) which **creates the Covid-19 Health Equity Task Force** to help ensure an equitable pandemic response and recovery.

Alameda County Child Care Data

FIRST 5 ALAMEDA COUNTY | FEBRUARY 2021

Licensed Family Child Care Home (FCC)



- Number of Sites¹: 1,281
- Capacity¹: 13,107
- Subsidy Serving Providers²: 438
- Children that received a subsidy²: 847

Licensed Center-Based Care



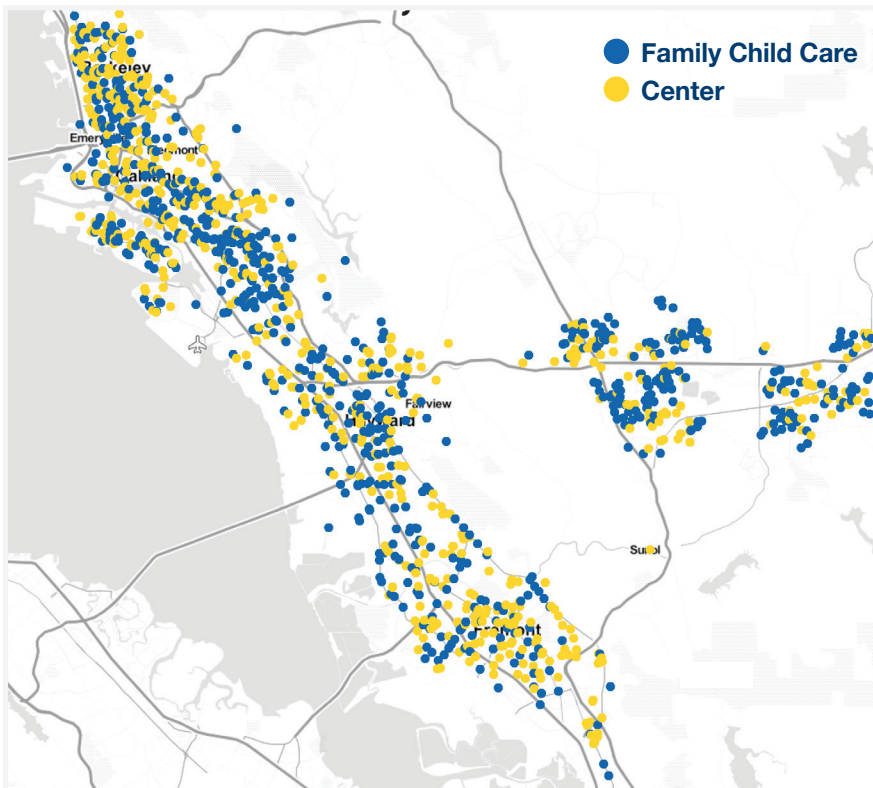
- Number of Sites¹: 556
- Capacity¹: 37,800
- Early Head Start/Head Start/Title 5 or Subsidy Serving Providers²: 319
- Children that received a subsidy²: 11,609

Subsidized Family, Friend, and Neighbor (FFN) Care

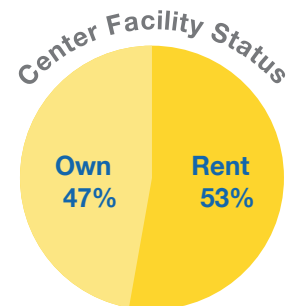
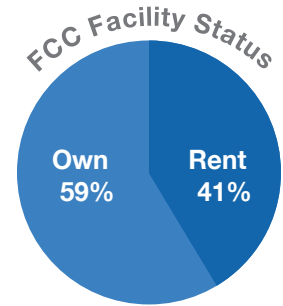


- Number of Sites²: 537
 - Children that received a subsidy²: 830
- Only includes family, friend and/or neighbor care with children using Alternative Payment vouchers

Alameda County Licensed Child Care Sites³

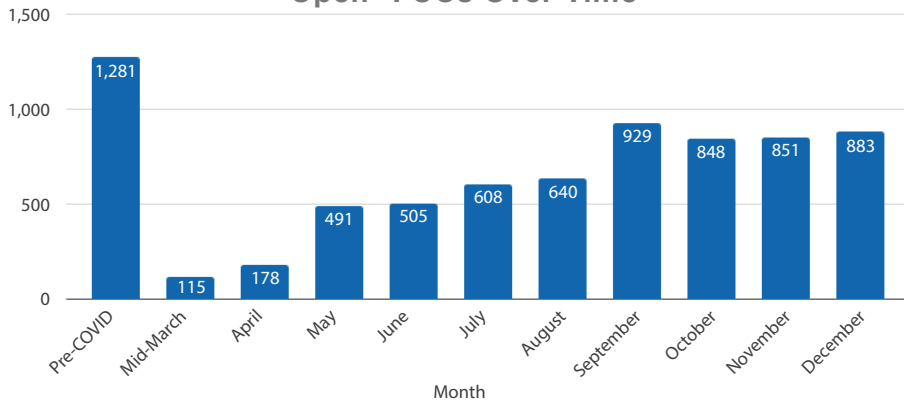


Rent vs Own⁴



Sites Closures due to COVID-19⁵

Open* FCCs Over Time

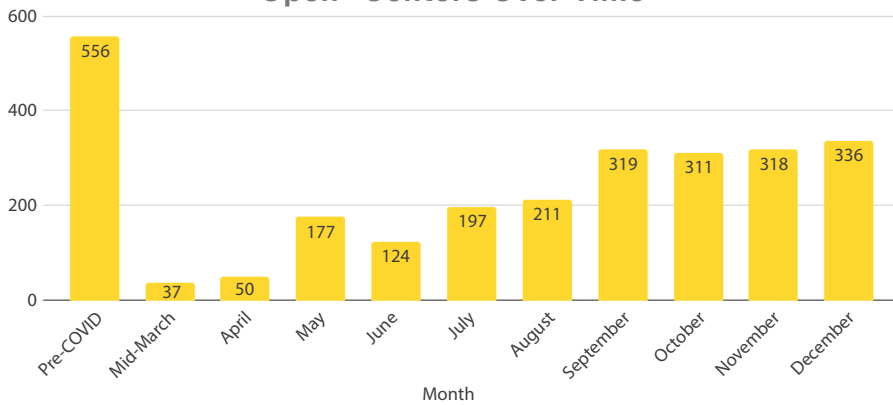


69%

883 of 1,281

of all licensed Alameda County family child care providers reported that they are open as of December 2020

Open* Centers Over Time



60%

336 of 556

of all licensed Alameda County centers reported that they are open as of December 2020

Under Enrollment due to COVID-19⁴

The Alameda County child care field is losing more than **\$18 million per month** due to closures and under enrollment.

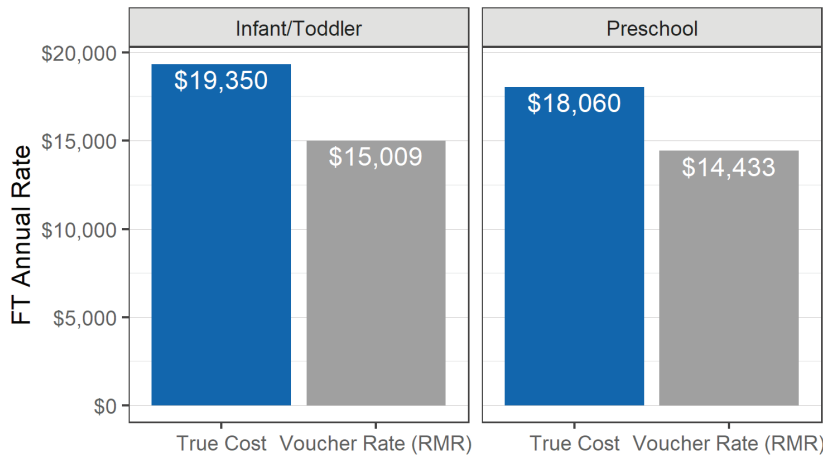
Reduction in Onsite Enrollment** for Open Child Care Programs

Age Group	FCCs	Centers
Infant/Toddler	34%	37%
Preschool	27%	39%
School Age	26%	52%
On Average	28%	41%

Furthermore, the cost of providing care has dramatically increased. According to the Center for American Progress, the **true cost of family child care is 70% higher and center-based child care is 47% higher on average** due to additional COVID-19 health and safety requirements.⁶

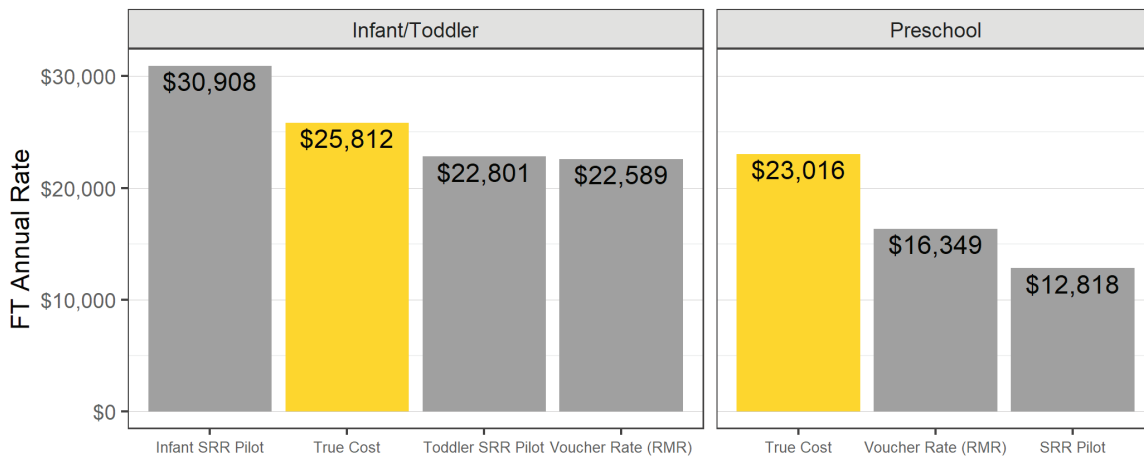
Cost of Care

FCC Rate Analysis



The state reimburses at a rate that is dramatically lower than the true local cost of child care. For example, state contracted programs are **reimbursed by the state at only a little over half of the true cost of care** in Alameda County.

Center Rate Analysis



True Cost⁴ = Average cost of care from the October 2020 Child Care Provider Survey

Voucher Rate (RMR)⁷ = Regional Market Rate ceilings as of 2020-21; state subsidized rate for alternative payment vouchers

SRR Pilot⁸ = Standard Reimbursement Rate (SRR) for state contracted child care programs

ECE Workforce Demographics⁹

37%

of Alameda County ECE educators are **over 50 years old**¹²

61%

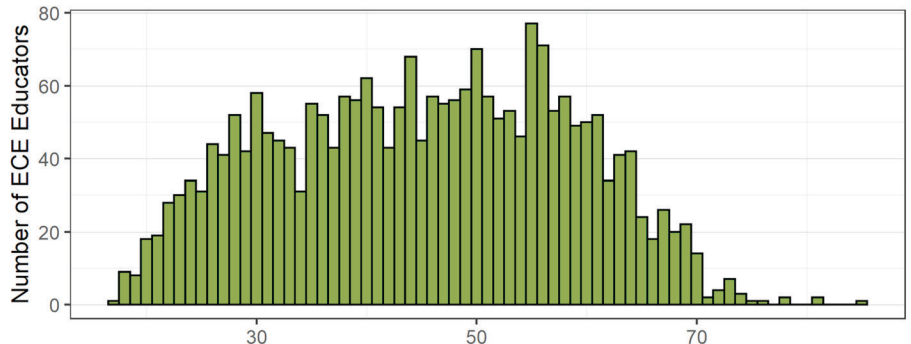
of Alameda County ECE educators have worked in the ECE field for **more than 10 years**¹²

34%

of Alameda County ECE educators have worked in the ECE field for **more than 20 years**¹²

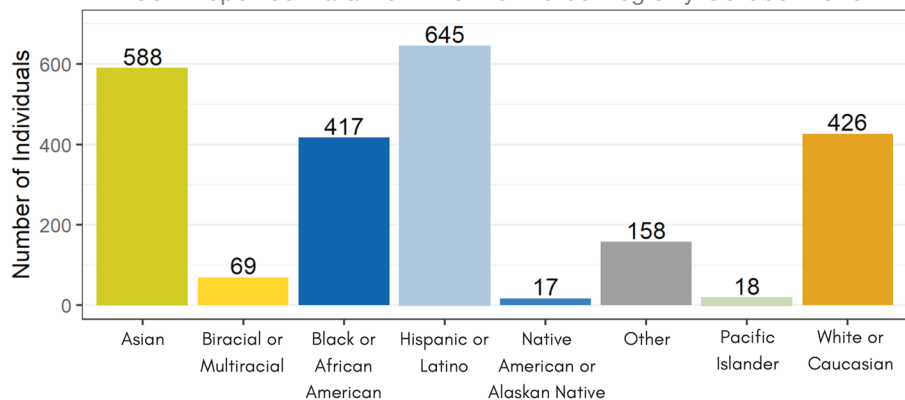
ECE Educator Age

Self-Reported Data from the Workforce Registry October 2020



Race/Ethnicity

Self-Reported Data from the Workforce Registry October 2020



79% of the Alameda County ECE educators identify as **BIPOC women**¹²

96% of the Alameda County ECE educators identify as **women**¹²



46 languages spoken by 536 FCC COVID-19 relief grantees and their staff. More than **64%** of FCC grantees and their staff speak a language other than English.¹⁰

ECE Workforce Wages⁹

87% ECE educators, the majority of whom are women of color, are considered **very low income** for Alameda County according to the Bay Area Equity Atlas.^{11,12}

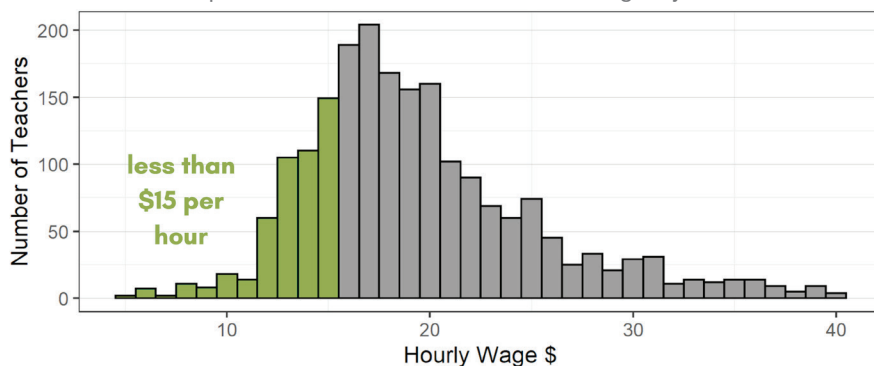
Lost Jobs In FCCs Due To Covid-19

51% of FCC COVID-19 relief grantees that had at least one staff prior to the shelter-in-place order in March 2020, have lost staff. Overall, 32% of grantees had more staff prior to March 1st, 2020.¹⁰



ECE Workforce Wages

Self-Reported Data from the Workforce Registry October 2020



59%

of FCC providers reported earning less than \$15 per hour.

20%

of center providers reported earning less than \$15 per hour.

Family, Friend, and Neighbor (FFN) Wages⁷

Age Group	Full-time Hourly	Part-time Hourly
One Infant/Toddler	\$5.33	\$4.74
One Preschool	\$5.19	\$4.61
One School Age Child	\$4.01	\$3.57

FFN provider rates are set by CDE from the 2020-21 Regional Market Rate ceilings and hours and rates vary. Some FFN providers care for multiple children, thus earn more per hour. The California minimum wage is \$14 per hour as of January 1, 2021.

Full-time FFN providers caring for one school age child **earn only 25% of the state minimum wage**, the equivalent of \$1,794 less per month.

Notes and Citations

1. Alameda County *2019 Child Care Portfolio*, produced by the California Child Care Resource & Referral Network
2. Alternative payment vouchers collected for claims made in October 2019 from Bananas, Child Family and Community Services, DavisStreet Family Resource Center, Hively, and 4Cs of Alameda County. Data analysis by John Garvey at First 5 Alameda County. For centers, the number of children that received a subsidy includes children enrolled in Early Head Start, Head Start, and Title 5 child care programs from the 2018 Early Learning Needs Assessment Tool, American Institutes for Research.
3. Child care site data from Community Care Licensing Division of the California Department of Social Services and Bananas, Hively, and 4Cs of Alameda County.
4. October 2020 Alameda County Child Care Program Survey conducted by the Alameda County Early Care and Education Program Local Planning Council and First 5 Alameda County. Rent vs own data includes family child care responses from the Alameda County Family Child Care COVID-19 Relief Grants, analysis by Erin Hubbard. For survey rates, the percentiles are weighted according to the number of children enrolled by age to ensure that the calculated percentiles more accurately reflect the distribution of rates. Some providers may charge separate rates for infant and toddlers.
5. November 2020 Alameda County Emergency Child Care Response Team Data Dashboard.
6. Simon Workman, "The True Cost of Providing Safe Child Care During the Coronavirus Pandemic," Center for American Progress, September 3rd, 2020.
7. California Department of Education, Reimbursement Ceilings for Subsidized Child Care as of July 1st, 2018. The infant/toddler RMR is for children 0 to 2 years, preschool is for children 3 to 5 years old.
8. For the Standard Reimbursement Rate (SRR) Pilot, the infant adjustment rate is for children 0 to 18 months and toddler adjustment rate is for children 19 to 36 months, yet we show them both with the infant/toddler rate to simplify. The infant/toddler RMR is for children 0 to 2 years.
9. Workforce data is from 2,348 participants on the California Early Care and Education Workforce Registry that live or work in Alameda County and work in child care programs as of October 2020. Data is self-reported entries from the Workforce Registry. Note that some teachers left certain fields blank, therefore the total number of individuals represented in the data varies by variable. Registry participants report wages as an hourly gross rate or annual, monthly, or weekly gross salary. Hourly wage was calculated by multiplying their self-reported wage and their self-reported number of hours worked per week, assuming 4.3 weeks per month.
10. First 5 Alameda County administered CARES Act funding provided by Alameda County Social Services Agency to offer 536 COVID-19 relief grants to Alameda County Licensed Family Child Care (FCC) Providers, with priority given to subsidy serving providers. Data comes from the grant application.
11. Ángel Mendiola Ross, "Who Is Low-Income and Very Low Income in the Bay Area?" Bay Area Equity Atlas, September 21st, 2020.
12. Data is limited to those that participate in the CA ECE Workforce Registry which is only a subset of the Alameda County ECE workforce, with overrepresentation from centers.

* Sites that have reported to their local Resource and Referral Agency that they are "active" and able to take referrals at this time.

**Onsite Enrollment does not include children enrolled for virtual learning. Many FCCs and centers are still caring for children virtually and many will return for onsite enrollment.

FIRST 5 ALAMEDA COUNTY
PRESENTS

COMMISSION SPEAKER SERIES: UC BERKELEY'S CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT

The work and research of our speakers is rooted in contributing to early care and education (ECE) systems in ways that explicitly reveal, dissolve, and resolve systemic inequities that cause harm to children, families, and the educators that work with them—especially when they are Black, Indigenous, and people of color. The data and insight they will provide are especially helpful as we consider policy and strategic investment in the ECE workforce now amid COVID-19 and in the future, with potential for Alameda County Measure C: Children's Health and Child Care Initiative.

PRESENTING GUESTS:

Dr. Austin is Executive Director of the Center for the Study of Child Care Employment at UC Berkeley where she leads the Center's research and policy agenda aimed at improving the status of early educators. She has extensive experience in the areas of workforce development, racial equity, early childhood leadership competencies and curricula, and public policy and administration.

Dr. Williams is the Senior Policy Analyst at the Center for the Study of Child Care Employment at UC Berkeley. In her role, she tracks, analyzes, and translates state and national ECE policy development with a particular focus on issues related to the early education workforce. She is the former Associate Director of EDvance, an ECE teacher preparation program at San Francisco State University (SF State).



Dr. Lea Austin
Director of the Center for the
Study of Child Care
Employment at UC Berkeley



Dr. Ashley Williams
Senior Policy Analyst at the
Center for the Study of Child
Care Employment at UC
Berkeley

FEBRUARY 25, 2021
10:00 AM

Join online at:
[https://zoom.us/j/98415271
903](https://zoom.us/j/98415271903)
Meeting ID: 919 7594 8881

CENTERING THE WORKFORCE: A NECESSARY APPROACH TO COUNTER SYSTEMIC AND RACIAL INEQUITIES IN ECE

Agenda Item 10a1

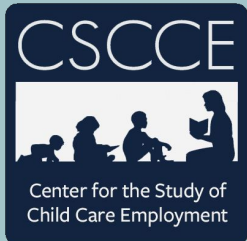
Lea J.E. Austin, Director • Ashley C. Williams, Senior Policy Analyst

Center for the Study of Child Care Employment

University of California, Berkeley

First 5 Alameda County Commission Speaker Series

Thursday, February 25, 2021



Centering the Workforce

California Workforce



2,877,174
Children age 0-5



116,800
Early childhood
teaching workforce*

California Wages



Occupation	Median Wage
Child care worker	\$13.43
Preschool teacher	\$16.83
Center director	\$24.78
Kindergarten teacher	\$41.86
Elementary teacher	\$48.09
All U.S. occupations	\$21.24

Earnings by Occupation

- ▶ In 2019, the median wage for child care workers was \$13.43, a **4% increase since 2017**.
- ▶ For preschool teachers, the median wage was \$16.83, a **1% decrease since 2017**.
- ▶ For preschool or child care center directors, the median wage was \$24.78, a **1% decrease since 2017**.

Poverty Rates and Pay Penalties



State	Total poverty rate	Poverty rate for early educators	Poverty rate for K-8 teachers	Pay penalty for early educators with bachelor's degrees
Alabama	11.3%	17.2%	3.1%	35.2%
Alaska	7.3%	15.9%	2.6%	42.7%
Arizona	10.8%	20.5%	2.6%	21.1%
Arkansas	11.2%	18.1%	2.4%	31.1%
California	8.7%	17.0%	2.5%	37.8%
Colorado	8.6%	15.1%	2.4%	26.5%

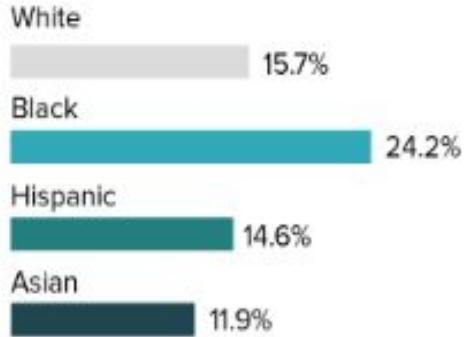


Source: [Early Childhood Workforce Index 2020](#)



Early educators who are black are even more likely to be in poverty

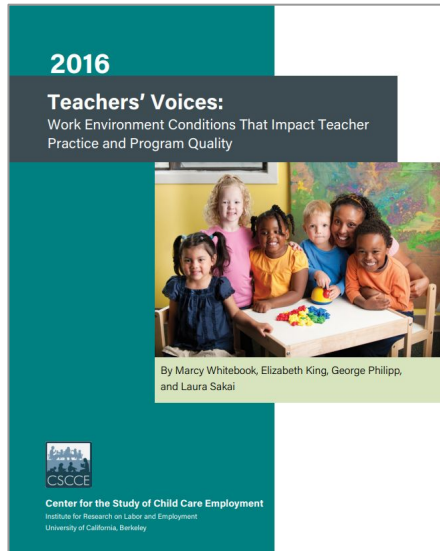
Shares in poverty, by race/ethnicity



SCAN ME



Consequences: Teacher Well-Being



Alameda County teachers have serious economic worries:

- **54%** of teaching staff worry about having enough food for their family
- **75%** worry about paying their family's monthly bills
- **70%** worry about paying housing costs



Source: [Teachers' Voices: Work Environment Conditions That Impact Teacher Practice & Program Quality](#)

The Impact of COVID-19 on Early Educators

Black and Latino people, and those with low-incomes are disproportionately **hospitalized and dying from COVID-19**, yet nearly all states allowed child care programs to remain open, with only a third of these states limiting child care services to children of emergency or essential workers.

A California Example:

80% of open programs reported that they are open because they **lack the financial resources to survive a closure.**

49% of family child care providers were unable to pay themselves.

37% of open programs did not have enough funds to pay for the PPE or cleaning/sanitizing supplies they needed.

1 in 5 providers had already missed a rent or mortgage payment for their program.



We've heard from the workforce...



"I don't think that they're paying that much attention to what they're asking us to do. The fact that we are the lowest paid people on the planet or that some of us are older. I can't afford to get COVID-19. I started thinking about writing my will the other day. I mean that's a serious step to take just because I don't want to be one of the hundred thousand people that died."

-FCC Educator, California

"We're having to pay out of pocket to obtain these higher degrees and we're not being compensated, even for some of us who are part of the public school system. In my case, we have a salary schedule, we have compensation, we have a decent package, but in over a decade, it hasn't been bargained. There hasn't been restructure and the cost of living keeps increasing and we can't even make a living. I have to make a decision if I'm going to pay my student loans or if I'm going to pay the mortgage or buy groceries for my family."

-School district early educator, California



"We are highly qualified educators, have the seniority, have the fidelity to the best practices; we're producing positive outcomes, but who's listening to us? Who's really doing something to take care of us? Who is going to take care of us? We take care of the children in this country by providing care, supervision, education and beyond. And who's going to take care of us? Who's listening to us? We're the backbone of the economy and we're the backbone of the educational system in early childhood, where the most critical brain development takes place... Enough is enough".

-Center-based Educator, California



Measure C:

A Possibility Model

Discussion

Recommended Resources

- Early Childhood Workforce Index 2020
- Early Care and Education Is in Crisis: Biden Can Intervene
- We Need Major Reform that Prioritizes the Needs of our Child Care Workforce
- Why do parents pay so much for child care when early educators earn so little?
- Breaking the silence on early child care and education costs: A values-based budget for children, parents, and teachers in California
- Who's Paying Now? The Explicit and Implicit Costs of the Current Early Care and Education System
- A Workforce Data Deficit Hinders Improved Preparation, Support, and Compensation of Early Childhood Educators



Thank You!



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youtube.com/user/CSCCE



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