

**Talbot Family Network
Board of Directors Meeting
June 16, 2020 2:30PM
Meeting via WebEx**

Agenda

The mission of the Talbot Family Network is, through collaboration with public and private entities, to identify and develop support systems for a safe, healthy, and caring community for all Talbot County children and families.

Welcome	Linda Webb
Review and Approval of May 2020 Minutes	Linda Webb
Racial Equity and TFN	Linda Webb, Katie Sevon
Mission Update	Jazmine Paxon

Through collaboration with public and private entities, Talbot Family Network will identify and develop support systems for a healthy, safe, caring and equitable community for all Talbot County children and families.

NOFA FY21 Update	Katie Sevon
Mental Health Planning program committee	Linda Webb
Fiscal Report	Angela Lane
No meetings in July or August	

FY21 Meeting Dates
September 15, 2020
October 20, 2020
November 17, 2020
No December Meeting
January 19, 2021
February 16, 2021
March 16, 2021
April 20, 2021
May 18, 2021
June 15, 2021

Talbot Family Network
Board of Directors Meeting Minutes
June 16, 2020 – 2:30 pm
WebEx

In Attendance: Jazmine Paxon, Jeanine Beasley, Marlene Thomas, William Johnson, Linda Webb, Pamela Chollet, Samantha Martinez, Cindy Green, Kathryn Dilley, Angela Lane, Kelly Griffith, Jessica Morris

Absent/Excused with Proxy given to attending member: Catherine Poe and Estela Ramirez proxy to Jazmine Gibson

Absent: Fredia Wadley

Welcome by Linda Webb.

Minutes from May 2020 – Linda Webb asked the Board to review the minutes from the May 2020 Board meeting. Jeanine Beasley motioned that the minutes be approved as submitted. Cindy Green seconded the motion. All were in favor, none opposed, and the minutes were approved.

Racial equity report. Linda Webb discussed some of the actions of TFN and the racial equity committee. Linda also discussed that TFN is focusing on data collection regarding the impact of the trainings TFN has sponsored. Katie Sevon presented the history of TFN and actions regarding racial equity. Presentation attached. A survey has also been distributed to all former participants of TFN-sponsored trainings that addressed racial equity and those responses are currently being collected. Katie Sevon requested feedback on next steps for TFN and there was some discussion around the shifting conversation, engaging youth between 12 and 20 years old, collaborating with other partners/agencies/non-profits, requiring vendor Board members to participate in training, reaching new groups and community-wide initiatives. The racial equity committee will meet to discuss further.

Jazmine Paxon presented the new proposed TFN mission statement that includes equity language. Discussed this is an important step to have in place for future actions. Kelly Griffith made a motion to approve the mission statement as proposed, William Johnson seconded the motion, all were in favor, none opposed, none abstained, and the motion passed. The new mission statement is: Through collaboration with public and private entities, Talbot Family Network will identify and develop support systems for a healthy, safe, caring and equitable community for all Talbot County children and families.

NOFA FY21 update – Katie Sevon informed the Board that GOCCP has sent TFN the FY21 award letter and all funding requests were approved.

Mental Health Planning program committee – In FY21, TFN set aside funds to put towards mental health needs in the county. Discussed needing a subcommittee to review the known needs related to mental health and make decisions on how to use the available funds. Rob Schmidt was recommended by Kelly Griffith and Katie Dilley, Cindy Green, Pam Chollet and Jazmine Paxon also volunteered to be on the committee.

Angela Lane presented the TFN fiscal report through mid-June 2020. Discussed that spending is on target and also discussed the availability of the former Earned Reinvestment Dollars. Katie Sevon reported that 2 of the regional training grants were extended into FY21.

No further updates. Meeting adjourned.

History and Timeline

Racial Equity and Talbot Family Network

Timeline, FY16 – FY17

- FY 16 – Maryland Governor’s Office for Children sponsored Shore-wide Undoing Racism training from the People’s Institute for Survival and Beyond
- FY 17 – Talbot Family Network included racial equity training as a key component of the Community Partnership Agreement funded by the Children’s Cabinet
 - A clear link exists between the Maryland Indicators, the Governor’s Goals and racial disparities
 - Leveraged local partnership with Talbot County Public Schools to bring Beyond Diversity to community members and agency representatives
 - Two 2-day trainings in FY17, 80 people trained



FY 18

- FY 18 – Continued Beyond Diversity Training and added the Racial Equity Community of Practice
 - Three 2-day trainings of Beyond Diversity, 101 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 10 participants average per session
 - Additional funds received for Racial Equity Leadership Academy with Dr. Ben Kohl
 - Ten 4-hour sessions offering support and leadership training in racial equity
 - 25 participants, average
 - Additional funds received for Undoing Racism training in Talbot County
 - Two-day training, 35 participants
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FY 19

- FY 19 - Continued Beyond Diversity Training and added the Racial Equity Community of Practice (aka Conversations on Race)
 - Two 2-day trainings of Beyond Diversity, 66 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 15 participants average per session
- Additional funds received for Youth Undoing Racism training for the Mid-shore region
 - Two-day training, 27 participants
- Additional funds for Equity Solutions training, 28 participants
- Regional training funds for Addressing Systemic Racism training with Dr. Mercedes Avila, looked at organizational change
 - Two 2-day trainings and one half-day follow up, 56 participants
 - 3-hour session open to the community, roughly 45 participants

FY 20

- FY 20 - Continued Beyond Diversity Training and added the Racial Equity Community of Practice (aka Conversations on Race)
 - Two 2-day trainings of Beyond Diversity, 55 participants
 - Facilitated conversations offering continued practice in race-related conversations and entry points for newcomers to the conversations, 18 participants average per session
- Regional training funds for Addressing Systemic Racism training with Dr. Mercedes Avila,
 - Two 3-hour sessions provided to the Dept. of Emergency Services, 46 participants
 - Two 1-day trainings, 64 participants
- Regional training funds to partner with Kent County to offer Racial Equity Institute's Groundwater training
 - 3-hour session in Kent County with over 200 participants
- Additional training dollars were available but redirected towards COVID-19 relief efforts

Workshop Summary



OVER 650 PEOPLE HAVE PARTICIPATED IN WORKSHOPS AND/OR CONVERSATIONS ON RACIAL EQUITY AND INEQUITY. (SOME DUPLICATION EXISTS IN INDIVIDUAL PARTICIPATION THOUGH THE TRAINING RECEIVED WAS UNIQUE.)



APPROXIMATELY 93 ORGANIZATIONS HAVE PARTICIPATED, OFTEN WITH MULTIPLE PARTICIPANTS FROM EACH ORGANIZATION

Additional actions



Required disaggregated participant data



Required staff involved in TFN-funded programs to participate in racial equity training



Encouraged supervisors to also participate in racial equity training



Encouraged programs to complete a racial equity organizational assessment



Required programs to submit disaggregated performance measure data for “better off” measures