



COUNTY OF LOS ANGELES Family and Social Services

FESIA A. DAVENPORT
Chief Executive Officer

DATE: Wednesday, February 23, 2022
TIME: 1:30 PM

THIS MEETING WILL CONTINUE TO BE CONDUCTED VIRTUALLY TO ENSURE THE SAFETY OF MEMBERS OF THE PUBLIC AND EMPLOYEES AS PERMITTED UNDER STATE LAW.

TO PARTICIPATE IN THE MEETING, PLEASE CALL AS FOLLOWS:
Teleconference Call-In Number: (323) 776-6996/ Conference ID: 599 009 090#
[MS Teams Meeting Link](#) (Ctrl + click to follow link)

AGENDA

Members of the Public may address any agenda item after all Informational Items are presented. Two (2) minutes are allowed for each item.

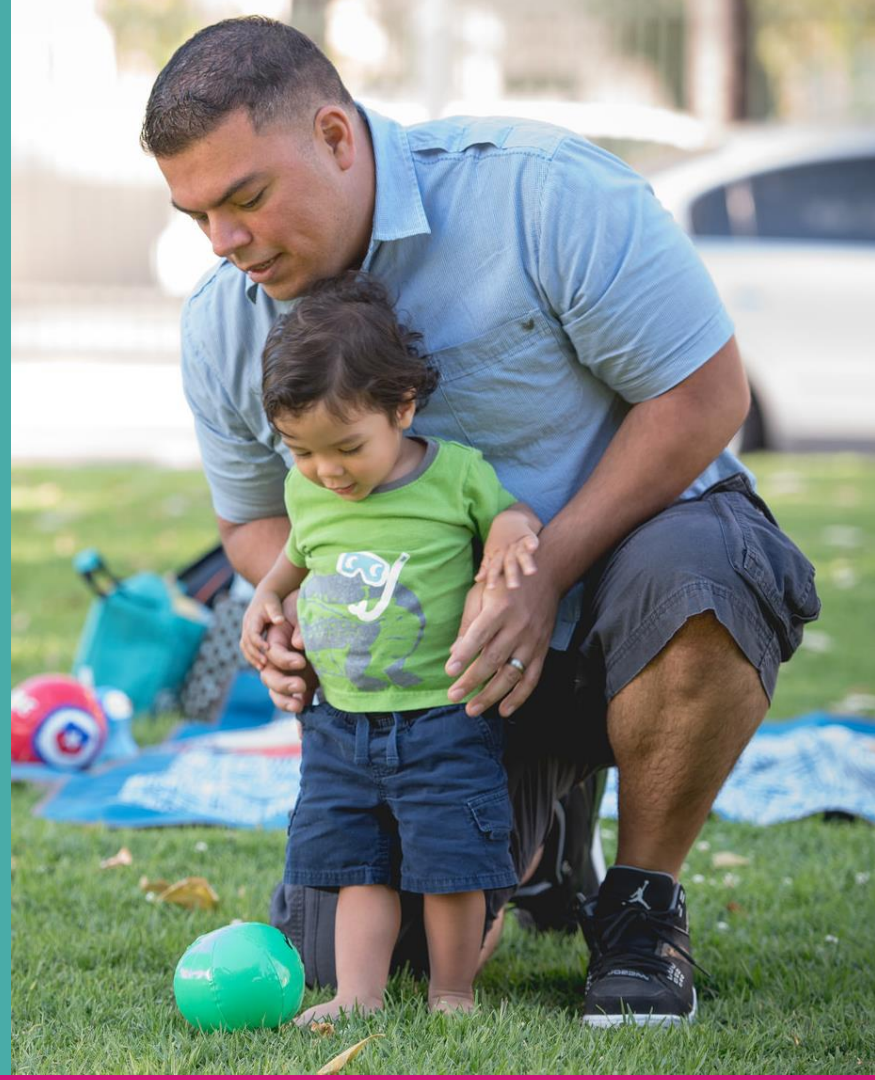
- I. **Call to Order**
- II. **General Public Comment**
- III. **Consent Item(s)** (Any Information Item is subject to discussion and/or presentation at the request of two or more Board offices):
- - No Items- -
- IV. **Presentation/Discussion Items:**
 - a. **First 5 LA**
First 5 LA's Journey Towards Greater Diversity, Equity, and Inclusion.
 - a. **Department of Mental Health**
LA County's Response to the United States Surgeon General's Report on Protecting Youth Mental Health.
- V. **Public Comment**
- VI. Standing item(s) and those continued from a previous meeting of the Board of Supervisors or from a previous FSS Agenda Review meeting:
-- No Items--
- VII. Adjournment

First 5 LA's Journey Towards Greater Diversity, Equity, and Inclusion

Quarterly Board of Supervisors Children's
Deputy Meeting

Antoinette Andrews-Bush,
Chief Transformation Officer, First 5 LA

February 23, 2022



A Beginning Reflection

- In November 2019, the First 5 LA Board of Commissioners approved the 2020-2028 Strategic Plan, which uplifted Diversity, Equity, and Inclusion (DEI) as an intentional organizational focus that is fundamental to First 5 LA's bold vision of its North Star.
- To achieve the North Star for *every child*, we must prioritize what we do to address systemic inequities and embrace an organizational change effort to improve how we do our work – our values, norms, practices, and behaviors that shape organizational culture and, consequently, the systems change impact we seek.
- We know that our approach, philosophy, design and implementation of external work is influenced by internal policies, practices, norms, and behaviors.
- Living our value of DEI is a long-term journey that requires intentionality, learning, and commitment to improve.

Diversity, Equity, Inclusion

Our Journey to Date

Initially focused on external work to improve systems for families facing the greatest inequities

DEI as an organizational value and equity investment guideline in the Board-approved 2020-2028 Strategic Plan

DEI considerations for policies such as the Procurement Policy

Staff-developed DEI Reflection Toolkit and process to assess and strengthen our work

Selection of the Seed Collaborative, LLC to assess First 5 LA's DEI competencies and develop an action plan for improvement

Learning opportunities for staff and First 5 LA Board of Commissioners

Diversity, Equity, Inclusion *Cultivating Belonging*

Facilitated by the Seed Collaborative, LLC, we have been:

Assessing where we were/are (interviews, focus groups, surveys, best practice research, document review)

Reflecting on the data (what we've heard from staff, First 5 LA Board of Commissioners, grantees, partners, and communities)

Discerning right action through an employee-driven DEI governance structure and process

DATA HIGHLIGHTS

- Clarify what DEI means to First 5 LA
- Periodically hear from stakeholders what is and is not working and hold ourselves accountable for improvements
- Board and staff should have learning and training opportunities to establish common understanding of DEI concepts and language
- Culture described as perfectionist, drives over-preparation, risk adverse, rigid, not nimble
- Some misalignment between policies, practices, procedures, and organizational values
- Strategic Plan has lots of layers and terminology that is confusing to lay readers
- DEI work requires invested leadership and can take a minimum of 5-7 years to change culture

DEI Governance Board

Discerning Right Action Together

- Employee-driven governance structure and process
- Purpose is to review data, establish priorities, and develop recommendations for a DEI Action Plan
- Consists of colleagues representing every team and various positions within the organization
 - All staff invited to participate
 - 43% of staff involved (that's 44 of 102 total staff)
 - Opportunities for all staff to weigh in through team meetings and all-staff sessions





What We're Learning

- It's a journey not a destination.
- This work requires empathy, gratitude, and a willingness to change.
- The desire to act quickly can inhibit deeper learning, creativity, and sustainability; balance urgency with long-term strategies.
- There is no one "right" way; organizational context matters.
- This IS the work not additive.