

CONSOLIDATED PLAN ADVISORY BOARD (CPAB)

MINUTES

Wednesday, December 9, 2020

VIRTUAL CPAB MEETING

[\(LINK\)](#)

BOARD MEMBERS PRESENT	BOARD MEMBERS ABSENT
<ul style="list-style-type: none"> • Sara Berns, Council District 2 • Eileen Gonzales, Council District 3 • Brenda Campbell, Council District 4 • Patrick Batten, Council District 5 • Rich Thesing, Council District 7 • Victoria Barba, Council District 8 • Peter Dennehy, Council District 9 	<ul style="list-style-type: none"> • VACANT, Council District 1 • VACANT, Council District 6

STAFF PRESENT	ATTENDANCE
<ul style="list-style-type: none"> • Monica Hardman, Assistant Deputy Director • Angela Nazareno Clark, Program Manager • Michele Marano, Community Development Coordinator • Leonardo Alarcon, Community Development Project Specialist • Nadine Hassoun, Community Development Project Manager • Stacy Calderon, Community Development Project Manager • Albert Cuevas, Community Development Project Manager 	<p><i>(Public had access to meeting via youtube link)</i></p>

Call to Order

1. Mr. Peter Dennehy called the meeting to order at 10:03 AM. Mr. Dennehy took role call; 7 board members were present. Quorum was achieved at the same time.

Board Member Announcements

- Ms. Sara Berns, representing Council District 2, announced her resignation from the Consolidated Plan Advisory Board. Ms. Berns thanked staff and the Board members for the dedication to assisting the low-income communities of San Diego.

Staff Announcements

- Ms. Michele Marano announced that the Draft Fiscal Year (FY) 2020 CAPER will be presented at the upcoming City Council Meeting on Tuesday, December 15, 2020. The presentation was originally scheduled for the City Council meeting on Tuesday, December 8, 2020 but was delayed due to technical difficulties.

Mr. Leonardo Alarcon announced that beginning in January, CPAB virtual meetings will take place using the Zoom Webinar function. This will allow for public comments to be made live during the meeting.

Mr. Alarcon also announced the FY 2022 CDBG Request for Proposal (RFP) and CARES Act RFP technical assistance appointments will be extended to Friday, December 11, 2020. The deadline for RFP submissions is Friday, December 18 2020 at 5pm.

Approval of Minutes

- Mr. Rich Thesing made the motion to approve the November 18, 2020 meeting minutes. Mr. Patrick Batten seconded the motion. The minutes were approved, 6-0, with one CPAB member abstaining.

Non-agenda Public Comment

- No non-agenda public comments were received.*

Discussion Item

- Nonprofit Accelerator Acknowledgement of Completion**
University of San Diego (USD) and City staff acknowledged 4 nonprofit organizations and their completion of the Fiscal Year 2021 Small/Emerging Organization Accelerator Program. Each of the four organizations (Think Dignity, Detour Empower, Birthline of San Diego County, and Diamond Educational Excellence Partnership (DEEP)) presented on the benefits of the program.

Please see attached presentations for more information.

Other Items

- Mr. Alarcon reminded CPAB members and staff that the next CPAB meeting will take place on Wednesday, January 13, 2021 at 10:00 a.m.

Adjournment

- Mr. Dennehy adjourned the meeting at 11:15 AM.

THINK DIGNITY

Hands-on Advocacy & Activism with the Homeless

Mitchelle Woodson, Esq.

Executive Director, Managing Attorney

**MISSION
&
VISION**

“To **inspire, empower, and organize our community to advance *basic dignity* for those living on the streets.”**

We embrace a vision where basic dignity is understood to be a universal human right; where everyone has a voice; and where those that suffer from a lack of services have a safe place from which they can be heard.

TARGET POPULATION

7,619 people are currently experiencing homelessness in San Diego County.

17%
are deemed
chronically
homeless

79%
became
homeless while
in SD

52%
unsheltered

* January 2020 Regional Task Force on the Homeless
Point in Time Count

PROGRAMS

LEGAL ADVOCACY

Legal Clinics and Workshops

Held in 8 host locations

Covers civil and criminal defense issues

Local attorneys present on legal issues to the homeless

Homeless Youth Legal and Advocacy Project (HYLAP)

For at-risk or homeless youth (ages 14-27) with criminal defense issues

Provides direct representation AND connection to social services and resources



Explains 7 areas of law that are often violated by those living on the streets

Serves to empower and enable them to educate others about their legal rights

KYR cards are weather-proof and pocket-sized

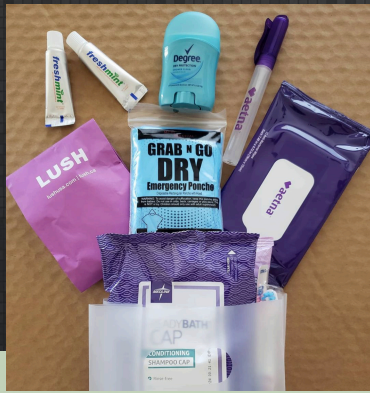
ACCELERATOR PROGRAM TAKE-AWAYS

- Board Governance
- Leadership
- Program Design
- Development/ Fundraising

IMPROVEMENTS

1. Board Development
2. Working with Development Consultant
3. Strategic Planning

IMPACTS OF PROGRAMS



2,000+

Dignity Kits



Masks

10,000+



THINK DIGNITY
HOUSING INITIATIVE FOR
ADULTS WITH THE HOMELESS

**COVID-19
RESOURCE DATABASE**
for homeless individuals in San Diego County

Visit bit.ly/TD-COVID19resources



4,000+

Menstrual Hygiene Kits



Nutritious Meals

4,500 +

EXPANSION OF ADVOCACY

ACLU
San Diego / Imperial

English

COVID-19 Isn't the Only Reason to End Homelessness in San Diego, but Change is More Urgent Now Than Ever

Published: August 17, 2020



THINK DIGNITY
Hands-on Advocacy & Activism with the Homeless

Think Dignity

By **Mitchelle Woodson**

SAN DIEGO – The **COVID-19 pandemic** has exacerbated longstanding inequities that criminalize and punish individuals experiencing homelessness.


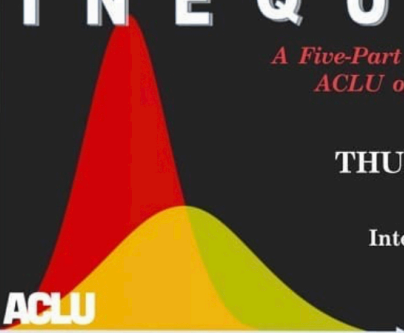
EXPANSION OF ADVOCACY

**FLATTEN THE CURVE OF
I N E Q U A L I T Y**

*A Five-Part Webinar Series presented by the
ACLU of San Diego & Imperial Counties*

Part 4
THURSDAY, June 25 @ 6pm
via Zoom

Interpretación en Español &
ASL Interpretation 

ACLU  

RSVP today: bit.ly/ftcoi

SUPPORT FOR INDIVIDUALS EXPERIENCING HOMELESSNESS

Featuring



**Eve
Garrow**
Homelessness Policy
Analyst & Advocate
ACLU SoCal



**Jonathan
Markovitz**
Staff Attorney
ACLU-SDIC



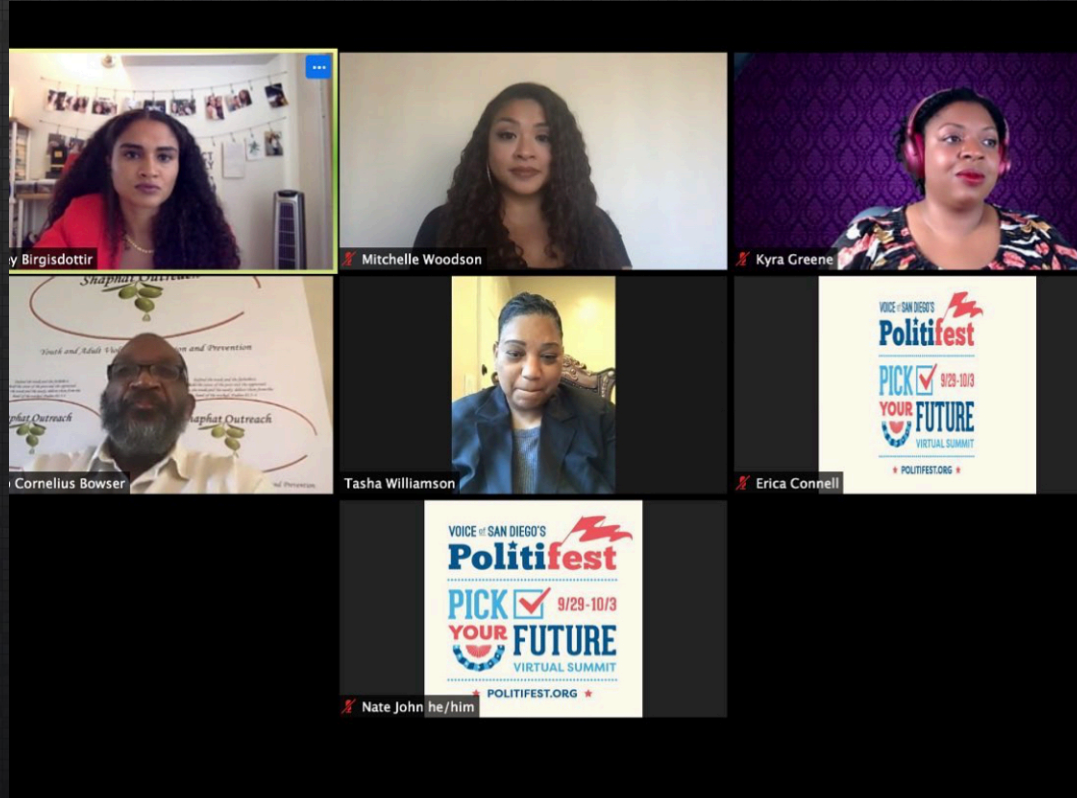
**Mitchelle
Woodson**
Executive Director
Think Dignity

Join us for a discussion about the impact of COVID-19 on people experiencing homelessness and the need to advocate for the safety and security of our unhoused community. Learn what the role of government is in providing permanent solutions and how community organizations and advocates are pushing for the decriminalization of homelessness.

Moderated by
SAVANA DOUDAR
Policy Associate
ACLU-SDIC



EXPANSION OF ADVOCACY



**CONTACT
US**

Mitchelle Woodson, Esq.
Executive Director, Managing Attorney
mitchelle@thinkdignity.org

DETOUR EMPOWERS



TINESIA CONWRIGHT
Founder/Executive Director
TINESIA@DETOUREMPOWERS.ORG
(619)750-1180

DETOUR

WWW.DETOUREMPOWERS.ORG

- DETOUR IS A MENTORING PROGRAM CREATED TO **INCREASE** THE AMOUNT OF COLLEGE EDUCATED GIRLS OF COLOR WITH **VIABLE EMPLOYMENT** CONTRIBUTING TO THE ECONOMY AND TO OUR COMMUNITIES.



- OUR MISSION IS TO **INCREASE ACCESS TO EDUCATION AND EMPLOYMENT OPPORTUNITIES** FOR GIRLS OF COLOR THROUGH OUR FOCUSED AND NATURALLY CONFIDENT YOUTH (F.A.N.C.Y.) LEADERSHIP PROGRAMS.



TIMELINE

2009

My Little Sisters (a DETOUR youth development mentorship program) launched



2011

The FANCY Expo was launched, and Scholarships were given out to recognize and support girls of color making a difference in their community



2014

First school partnership launched with FANCY Summer Leadership Program



2015

FANCY After School Program began at O'Farrell Charter School to provide year-round mentorship and development



2016

FANCY in STEAM Initiative was launched to motivate girls of color to enter careers in STEAM fields



2017

Fancy Ambassador Program was created to provide leadership roles for girls through an internship with DETOUR



FANCY Awards Scholarship Gala launched



2018

DETOUR Mentor Programs initiated to provide leadership training, education, and mentorship to juvenile justice involved girls while detained and after release



2019

Teen Girls Leadership program expanded with partnerships in Steel Canyon HS, Knox Middle School and the Jackie Robinson YMCA



ORGANIZATION OVERVIEW

DETOUR is a 501(c)(3) organization that has been uplifting, motivating, and inspiring girls for 10 years to become personally, academically, and professionally successful through education, empowerment, and the arts.



We've spent the last decade working hand in hand with teen girls of color to ensure they become personally, academically, and professionally successful by immersing them into a world of opportunity in education and career exploration, while also serving as their mentors and confidence builders. We energize our girls to chase their goals, whatever they may be.



FANCY LEADERSHIP ACADEMY

WWW.DETOUREMPOWERS.ORG

The F.A.N.C.Y. Teen Girls Leadership Academy is a DETOUR youth development mentorship program which places an emphasis on strengthening the self-esteem and confidence of teen girls ages 11-17.

70 Served from 2016-20

24 Went on to college

28 Girls Currently Enrolled

Program runs from September to June

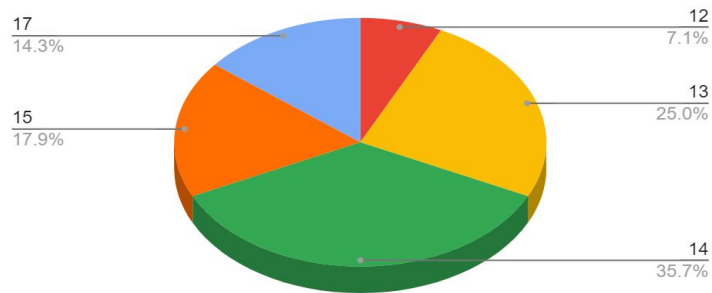


DEMOGRAPHICS

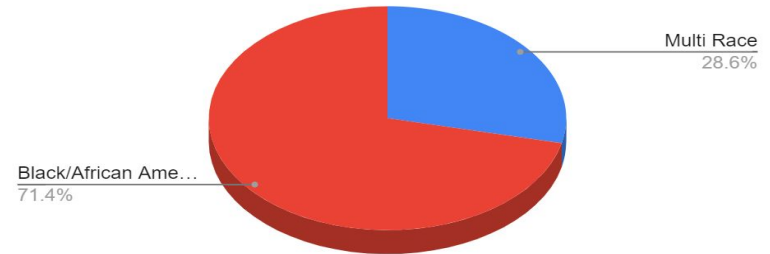
FANCY LEADERSHIP ACADEMY

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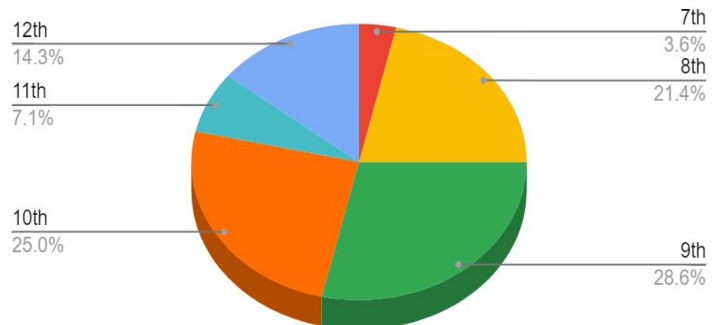
Ages of FANCY Leadership Academy Girls 2020...



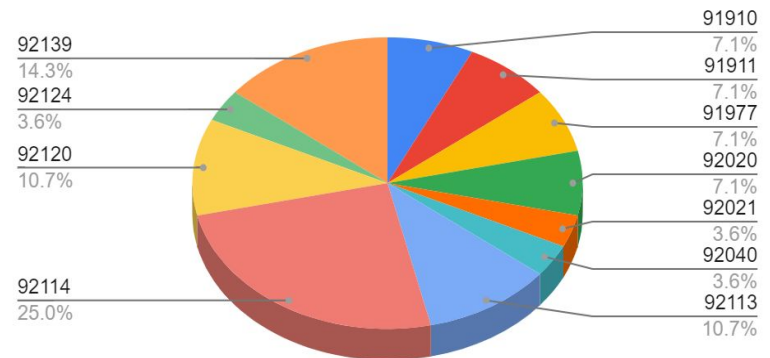
Race/Ethnicity of FANCY Leadership Academy 2020/21



Grades of FANCY Leadership Academy Girls 2020-21



Zip Codes of FANCY 2020-21



FANCY LEADERSHIP ACADEMY

WWW.DETOUREMPOWERS.ORG



OUR PARTNERS



5 FOCUS AREAS (METRICS)

WWW.DETOUREMPOWERS.ORG

Strengthen Academic Performance

Strengthen Resilience

Increase STEAM Engagement

Increase College & Career Exposure

Increase College Entrance & Retention

FANCY IN STEAM

DETOUR launched FANCY in STEAM - to engage girls of color to ignite their interest in entering in STEAM career fields.

This initiative was launched to increase the amount of girls of color studying and working in STEAM career fields. According to the San Diego Workforce Partnership, STEAM occupations in San Diego are projected to grow an average of 10% by 2021, adding over 61,000 jobs - paying an average annual salary of \$83,000.

Despite this projected growth – girls of color face significant challenges getting into the field including:

- a lack of access to specialized education,
- cultural stereotypes surrounding the professions,
- and a lack of exposure to career pathways out of poverty

FANCY IN STEAM

In 2016, DETOUR added the STEAM workshop track within the FANCY Expo to increase the number of girls of color studying and working in STEAM fields.

By 2018, the success of that track led to the creation of a FANCY in STEAM initiative to provide girls in the Leadership program with year-round access to hands-on STEAM activities. Previous partnerships with local companies were expanded to bring even more opportunities for girls to explore technology through hands-on coding and virtual reality workshops and activities. Partners include:



A Sempra Energy company

Solar Turbines

A Caterpillar Company



STEAM jobs are fast growing and lucrative, but girls of color face obstacles getting into the field including:



Lack of access to specialized education



Cultural stereotypes in STEAM professions



A lack of exposure to career pathways to enter STEAM

Workshops

Career Panels

Field Trips

Company Tours

SUCCESS STORY

Tania Lloyd

During the Sony Tour, the girls learned about the San Diego Game Jam, a 48-hour video game programming event hosted at the Art Institute. FANCY participant, Tania, became interested in Game Jam and participated with a team that went on to become a finalist in the competition. Tania graduated from high school in June 2019 and is now completing US college credits abroad while in Costa Rica.



FANCY IN STEAM OUTCOMES

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- We are creating a pipeline of girls of color entering STEAM fields
- Since we launched formal cohorts in 2016, all girls have graduated from high school and been accepted into 4 year universities (23)
- Tatiana, from our 2016 cohort, graduated from Syracuse in 2020 with a degree in Forensic Science
- Over 70% are currently studying in STEAM fields in college
- Increase knowledge and exposure to STEAM Fields during middle and high school
- Expanded programming to younger students grades 2-5 through partnerships

SONY KOOV

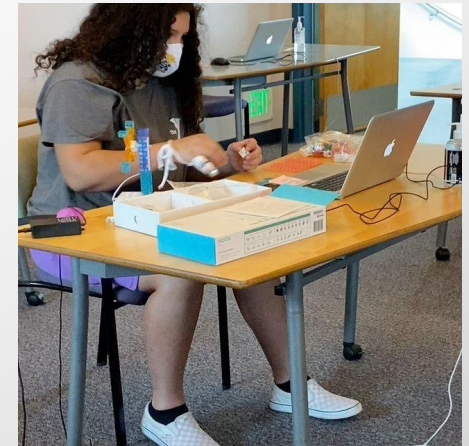
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Play. Code. Create

KOOV

Digital Native Blocks

Play to find your inspiration.
Code to make your ideas come to life.
Create and share your dreams with the world.




ELEMENTARY INSTITUTE OF SCIENCE

WWW.DETOUREMPOWERS.ORG



JOIN US!
In-Person STEM Classes
for Learning Pods



Join EIS instructors as we explore Engineering and Photography!

- * Students will have fun building and designing different engineering models and exploring the art of photography.
- * Geared for students 9-12 years old.
- * Small learning pod sizes! Maximum of 8 students per group.
- * Saturday program last for 5 weeks.
- * October 17, 24, 31, November 7, and 14

Cost: \$125 per student. 10% sibling and military discounts apply.

Session Times:

- * Session 1—9:00-10:30am (8 spots available)
- * Session 2—12:00-1:30pm (8 spots available)

* Once classes start, students cannot change sessions.

* Students will be required to wear a mask and practice social distancing at all times. Breaks will occur frequently for students to wash their hands and for staff to disinfect materials and surfaces.

EIS Elementary Institute of Science

For more information and to register, please visit www.eisca.org
Questions? EMAIL: info@eisca.org



City of San Diego Funding

WWW.DETOUREMPOWERS.ORG



FANCY
FACULTY AND NONFACULTY CAMPUS EXCELLENCE
EXPERIENCE LEADERSHIP ACADEMY

**Hands-on
Technology**

YOUTUBE & TECH ENTREPRENEURSHIP: STEM-KIT ADVENTURE CAMP!

F.A.N.C.Y. Leadership Academy & Hands-On Technology Education

 **10th August 2020 – 15th August 2020**
(6 Days, Monday-Saturday)

Topics

“YouTube”-ing & Social Media Management
Tech Entrepreneurship
Technology Fundamentals

STEM-Kit Adventure Camp is an innovative, Virtual Camp Experience in which we send supplies (robots, tablets, etc.) to each camper so that their camp day can be filled with both on-screen and off-screen activities!

- In the “YouTube”-ing track, campers learn the basics of Social Media Content Creation and managing their videos across different platforms (e.g. Instagram, TikTok, etc.)
- The Tech Entrepreneurship track consists of fundamentals in creating a tech-focused, business idea from scratch and making a “shark-tank” like business pitch!
- Each Camp Features Live-Instruction, Video Tutorials & Social Interaction with campmates

Key Dates

- 8/1 - 8/7 - Deliveries of STEM-Kits
- 8/8 - Parent/Camper Orientation
- 8/15 - Camper Showcase & Shark Tank Pitch Presentations

Daily Schedule

- Daily Group Call - 75 minutes (10:00-11:15am)
- At-Home Activities - 90 minutes (11:15-12:30pm)
- Daily 1:1 Call per Camper - 30 minutes (12:30-5:30pm)

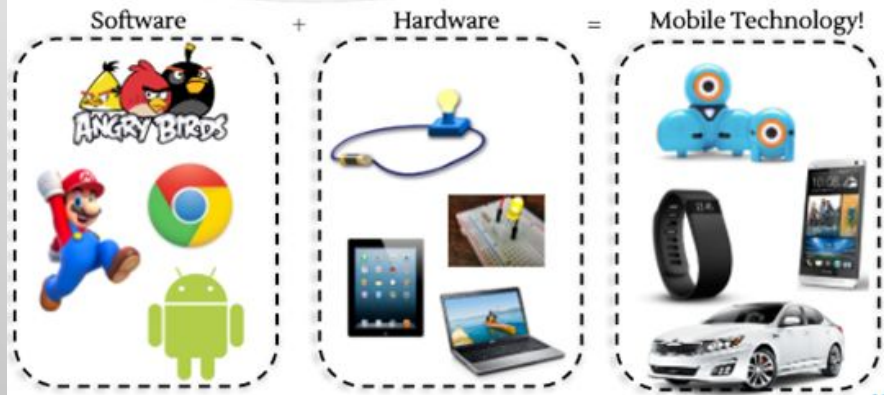
Max Attendance: 20 Students

- 10 Middle Schoolers
- 10 High Schoolers



YouTube & Tech Entrepreneurship Camp Goals

Camp Goal #1: Mobile Tech. Fundamentals!



Camp Goal #2: Let's Have Fun!





Inventions & Innovations inspired by COVID-19

D.C.S by Isabella S.

Community Relief by Zoe C.

Valentin by Wendy G.

Distance Tracker by Damaya B.

Virtual Suit by Kayleigh W.

Survival-Bowl by Serenity K.

Quick Disinfect by Jai'Da K.

CT by Kiera H.

Beyond School by KaiJah P.

Mask Tracker by Asiyah A.

Round Table by Chowwe C.

Suggestion Box by Jhayda M.

VRMT by Mayen W.

Germ Sealer by Trinity A.

Zoomtastic Robot by Makayla G.

The Clean Force by Briana B.

Spray Away by Trinity W.

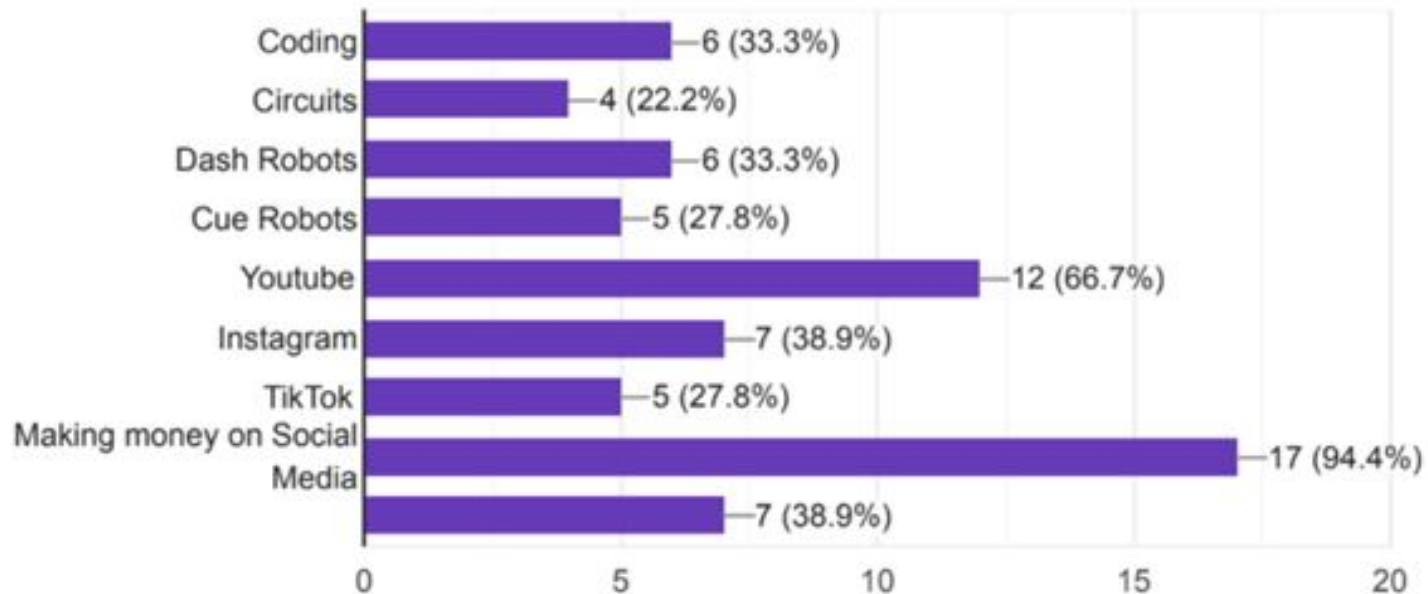
VIDEO Montage

VIDEO Montage

Camp Outcomes

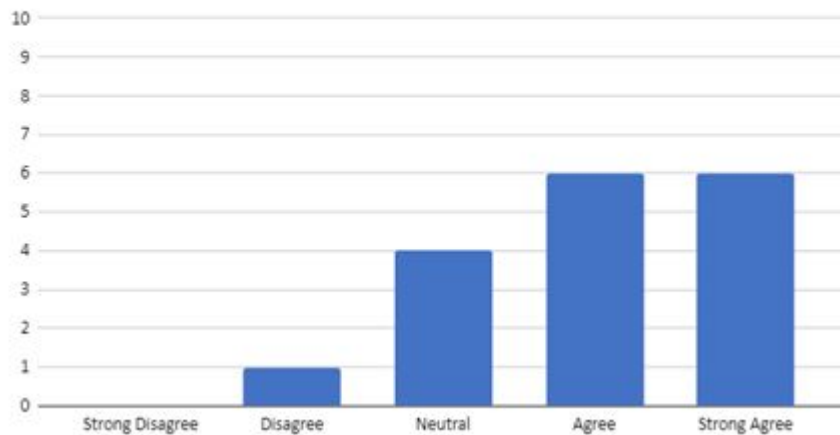
Which of the below do you honestly feel like you learned something new about this week?

18 responses

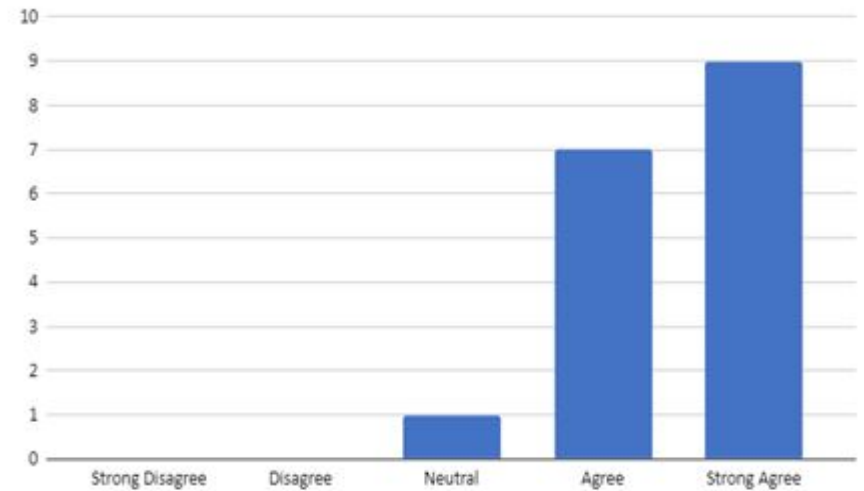


Camp Outcomes

This camp made me more interested in a JOB that involves technology



The activities and projects at camp were INTERESTING to me



Beyond School by Kaijah Peterson

Beyond School

Learn Beyond Reality

Don't Delay...
Invest Today!



Beyond School: The Pitch

Idea Behind Product

- Constantly distracted and not engaged during virtual learning zoom calls
- Had no motivation to complete online assignments



Explanation of Name

Beyond School = taking virtual reality systems and developing them to be used beyond gaming and fun, innovating them for schooling and educational purposes

Cost

\$200

Trademark Slogan

Learn Beyond Reality

Make price more accessible to schools and communities in need

109

Beyond School: S.W.O.T. Analysis

STRENGTHS

- Keeps students engaged in learning
- Makes virtual learning fun!

WEAKNESS

- Would probably need some type of internet connection
- Differentiating from competition

OPPORTUNITIES

- Students enjoy virtual learning
- Motivates to get more quality work done

THREATS

- Expensive price tag, may take awhile to develop

Beyond School: Workforce

Key Engineer

- In creating this product we would need a Computer Engineer as well as an Electrical Engineer
 - Programming the headsets to show a classroom setting
 - Creating the appropriate software

Workforce Recruitment

- Top Computer and Electrical Engineering Programs
 - Massachusetts Institute of Technology
 - Stanford University
 - UC Berkeley

LEADERSHIP AMBASSADORS

WWW.DETOUREMPOWERS.ORG



From Left to Right: Valencia Morris, Keyana Wilson, Kajah Peterson, Tinesia Conwright, Asheia Brand, Tee Slaughter, Tacoria Perry

The FANCY Ambassador Program is a project-based teen led program. As a FANCY Ambassador, youth receive first hand experience in a leadership position. During this experience, youth learn problem solving techniques, lesson execution and performance monitoring, among other skills.

ACCELERATOR LEARNINGS

WWW.DETOUREMPOWERS.ORG

- Importance of Advocacy
- Design Thinking
 - Solution based problem solving starting with people's needs & desires
 - Working w/teams to create programming
- Organization Assessment & Board Governance

HOW WE HAVE SHIFTED

WWW.DETOUREMPOWERS.ORG

Virtual Learning

- Internships
- Career Exploration Activities
- Career Mentors
- Events

All About Girls of Color Collective

Thank You!



2019 FANCY Teen Girls Expo



**Funded Program: Super Readers
Staff: Gina Gianzero, Executive Director**



City of San Diego Nonprofit Academy
Accelerator Program



OUR MISSION

DEEP mobilizes community partners around a research-guided theory of change designed to ensure that children attending schools in a cluster of southeastern San Diego neighborhoods commonly referred to as “the Diamond Community” enter kindergarten prepared for success and complete third grade reading proficiently.

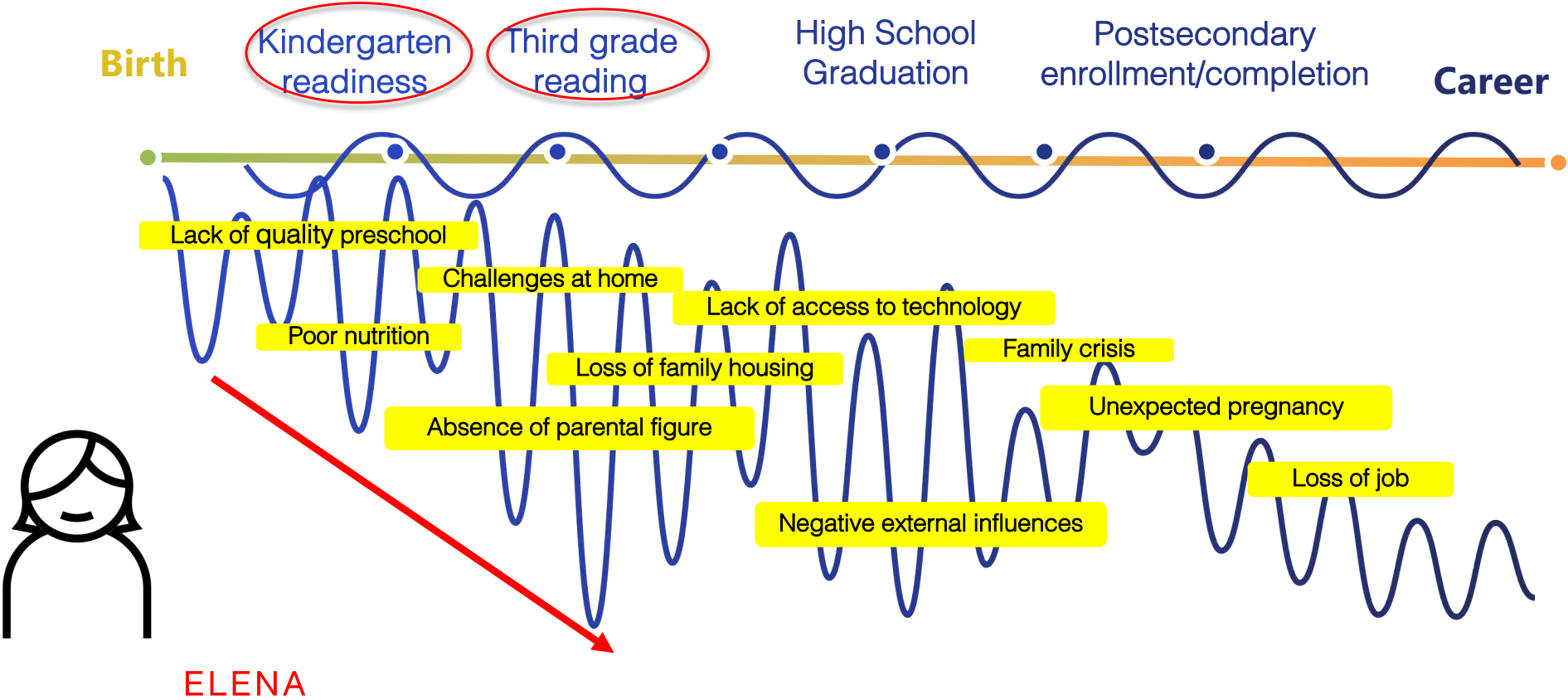
Elena's Journey

The Path from Cradle to Career



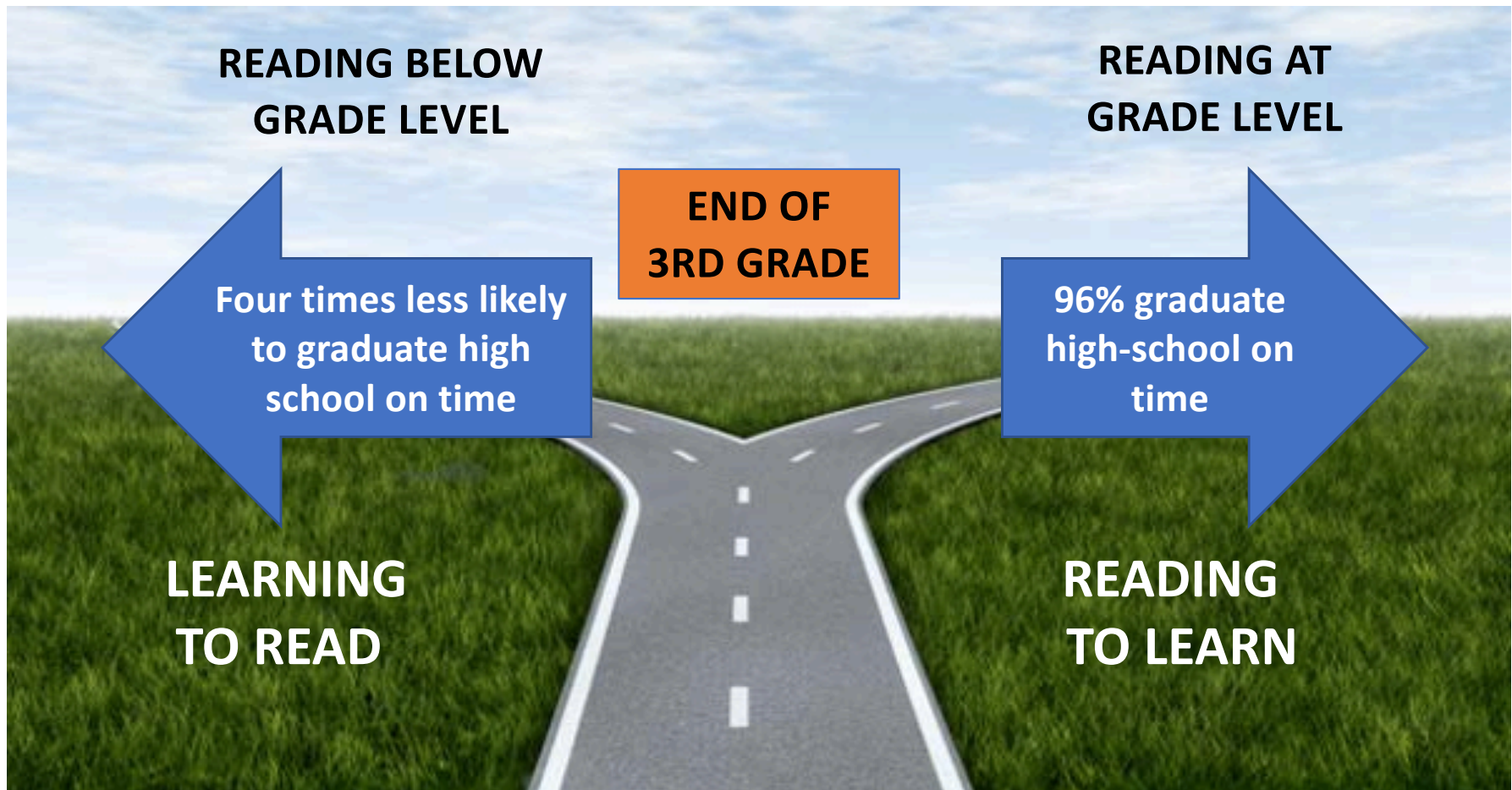
The path from birth to career – a story

However, for many people, the path is not as straightforward as this:



Source of Data: Ballmer Group

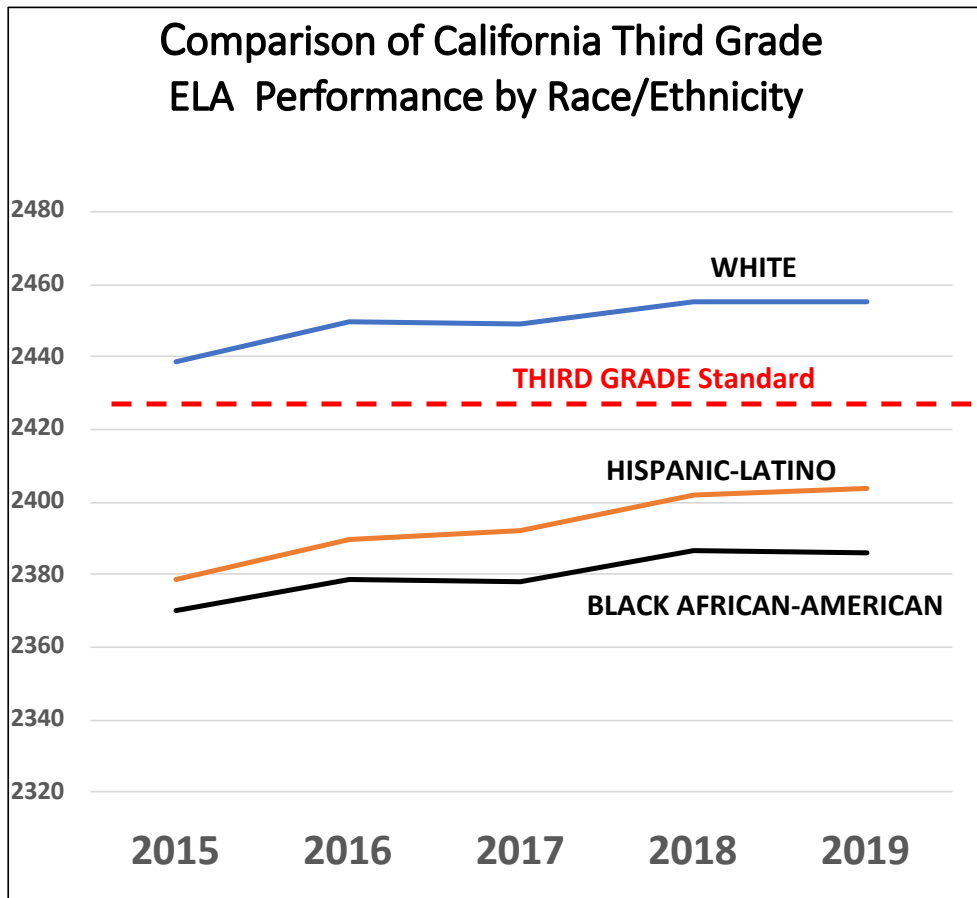
Third Grade Reading Marks a Critical Juncture in the Educational Journeys of Young Children



Third-Grade Gaps Persist Across California

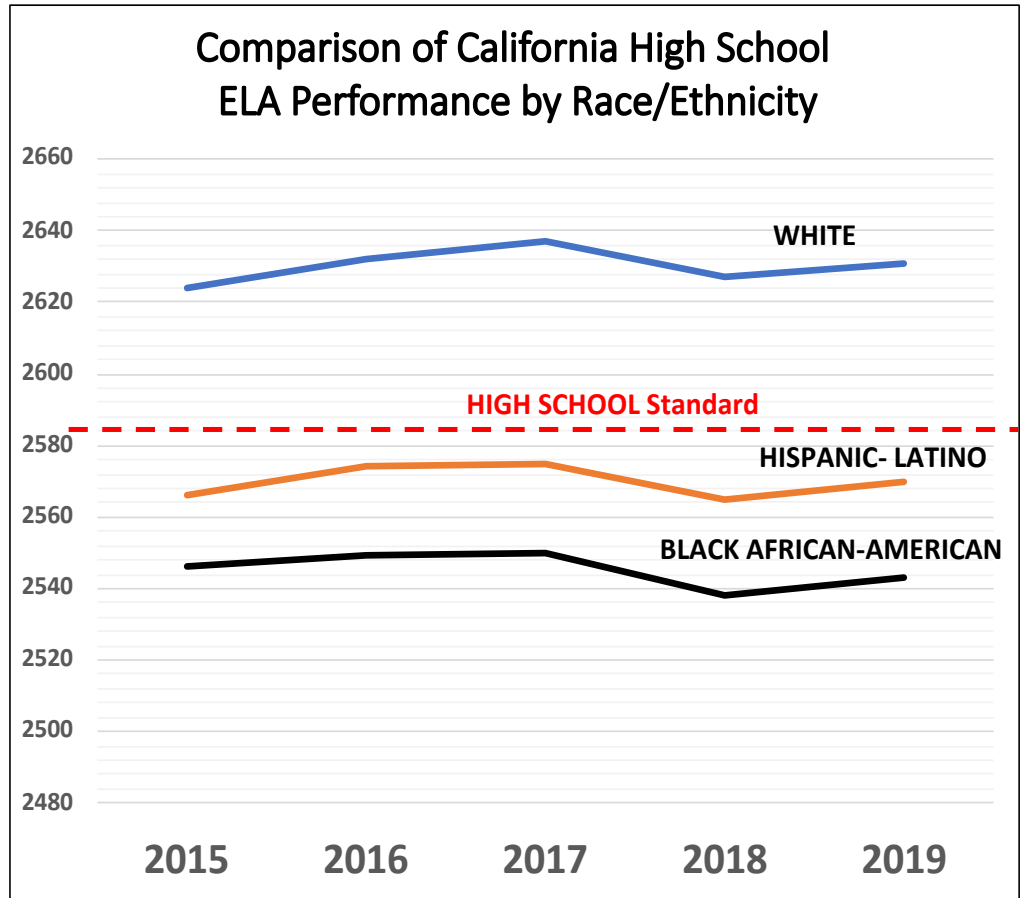
THIRD GRADE

Comparison of California Third Grade ELA Performance by Race/Ethnicity



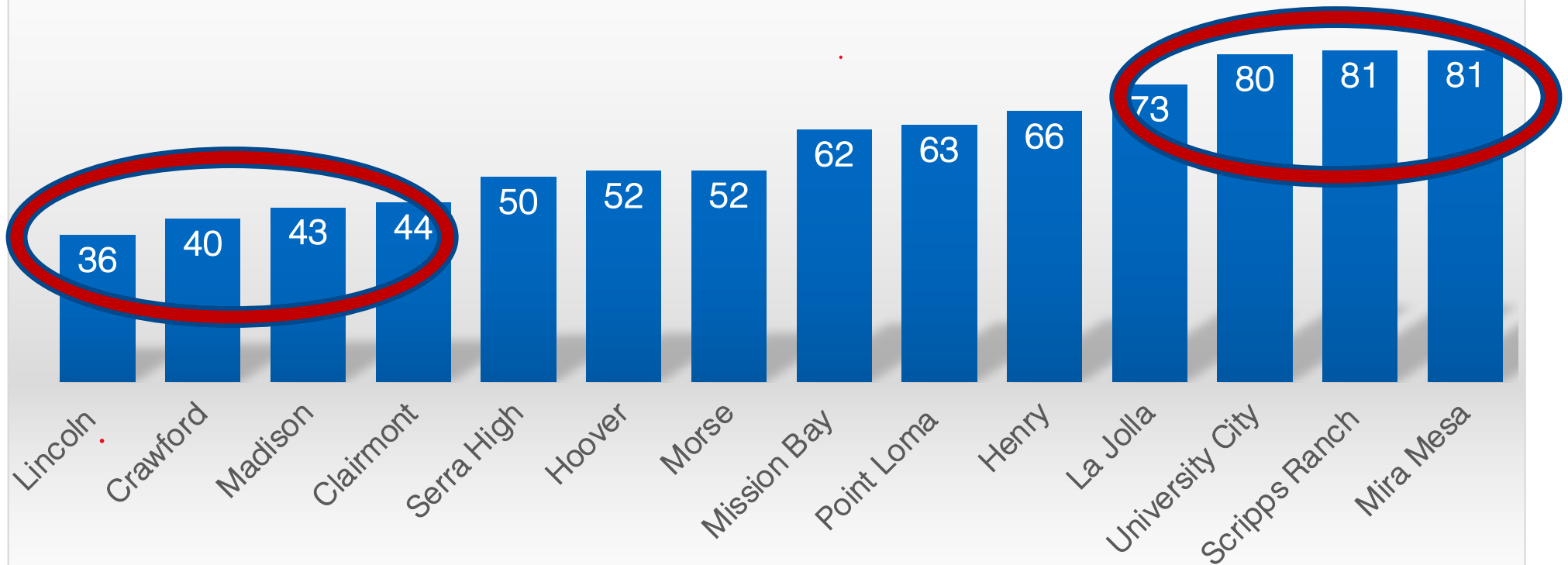
ELEVENTH GRADE

Comparison of California High School ELA Performance by Race/Ethnicity



CHILDREN ARE PAYING THE PRICE

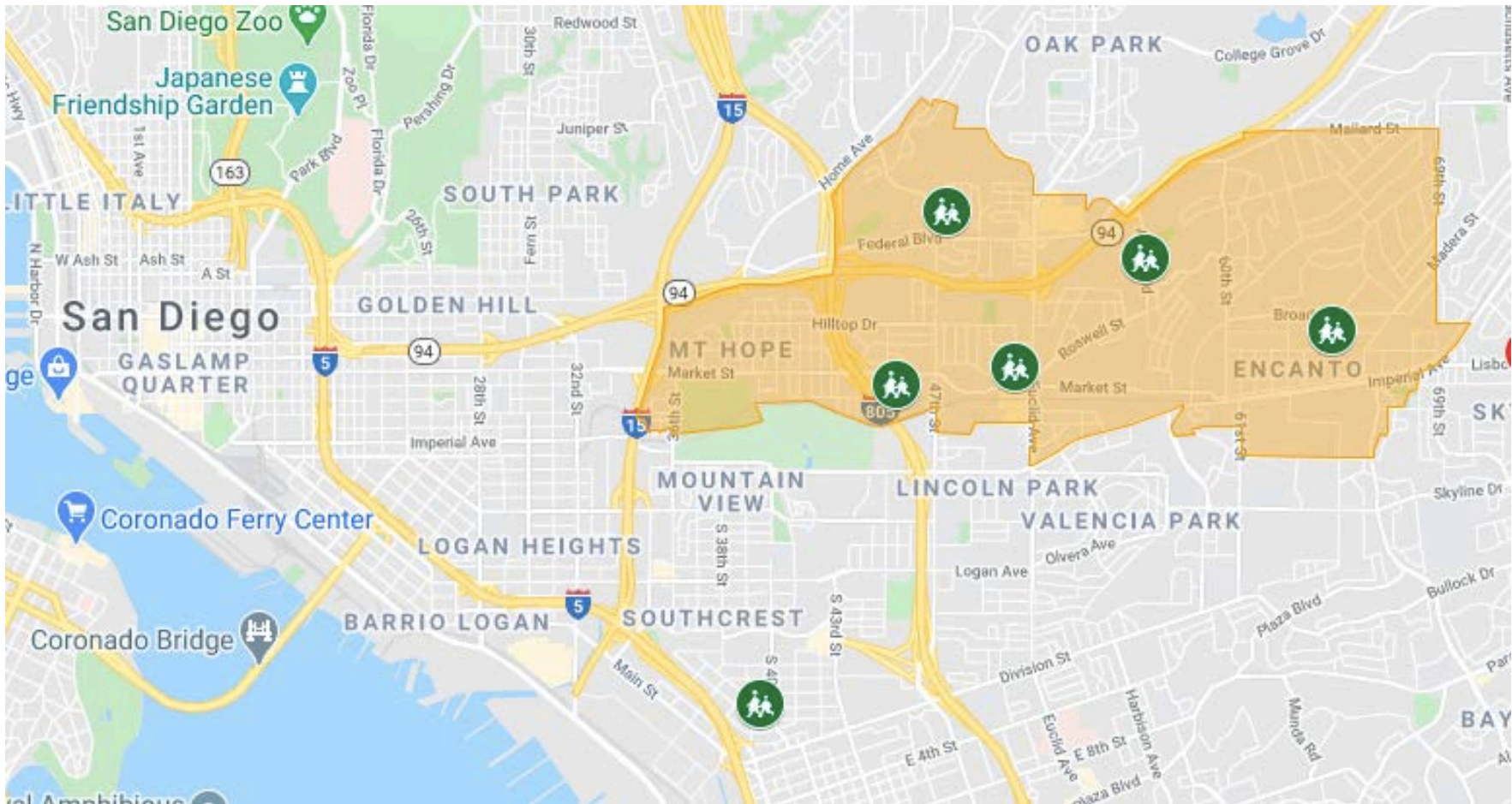
Percentage of 11th Graders in 14 SDUSD High Schools
At/Above Grade-Level Standards
In English Language Arts on CA State Tests
2019



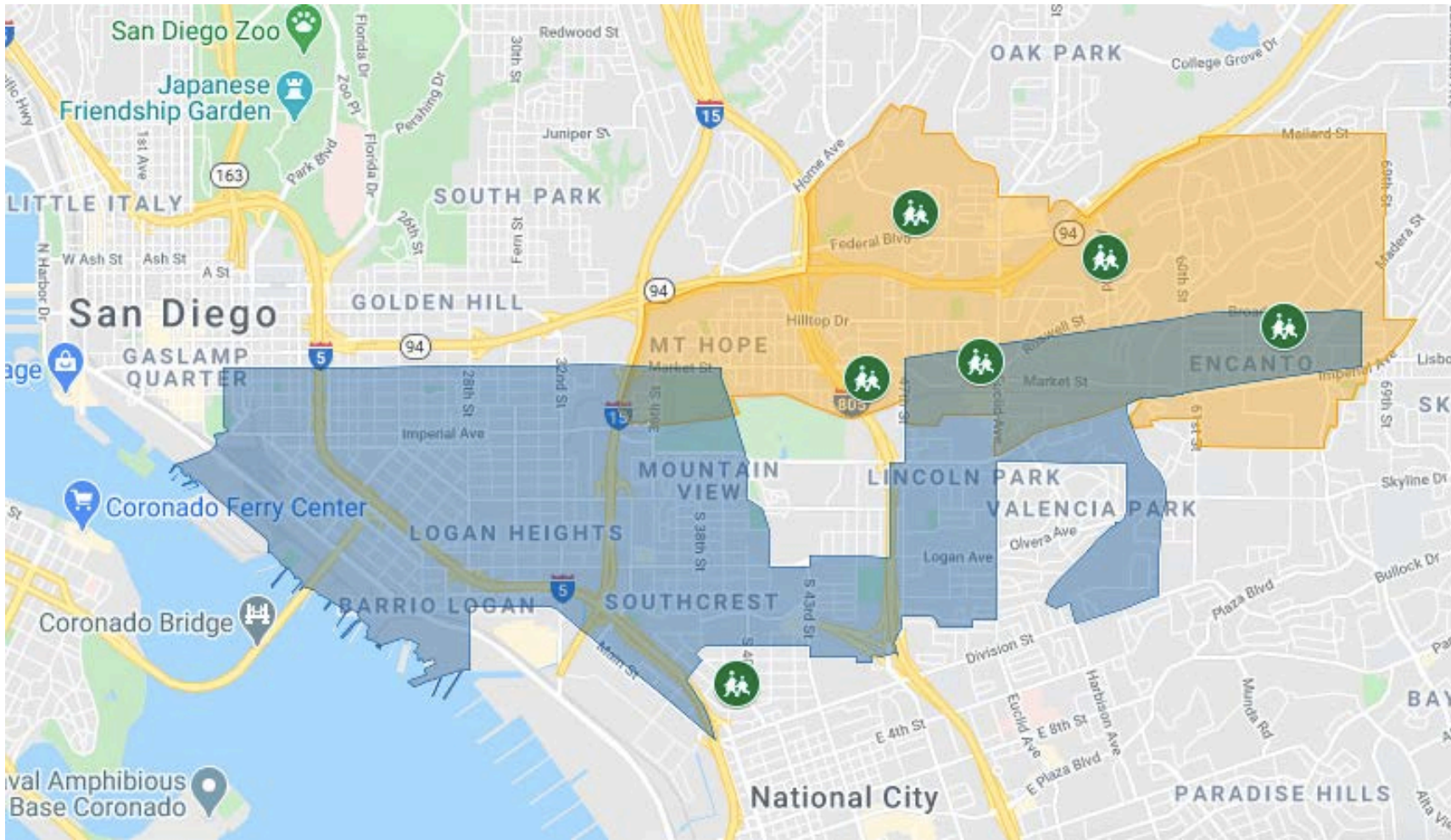
Source of Data: California Department of Education

Our Targeted Population

Feeder Elementary Schools into Lincoln High School



Our Targeted Population Overlap with Promise Zone





Encanto



Webster



Chollas-Mead



Horton



Johnson



Balboa

Working in Partnership



HOW WE DO THIS WORK

Our theory of change is guided by three strategic priorities.

Before

Children enter School

Preparing for Kindergarten

Strengthening the capacity of caregivers of young children to provide enriching early learning and healthy development experiences



During

the School Day

Reading by Third Grade

Supporting schools to ensure that children have access to high-quality in-school literacy instruction and social-emotional support



After

School

Learning Beyond the Classroom

Offering children extended learning opportunities that expand upon strong in-school teaching and learning



A continuum of supports at each partner school . . .

PREPARING FOR KINDER

- 1000 Books Before Kindergarten (*Public Library, Council on Literacy*)
- Campus-based Family Workshops (*First 5, Fleet, Words Alive*)
- Preschool Music in Grades Pre-K – 1 (*San Diego Children's Choir*)
- Childcare Providers Workshops (*SD County Office of Education*)



READING BY THIRD GRADE

- Principals' Learning Network (*SDCOE*)
- Teacher Professional Development (*UCSD/ CRLP*)
- Chronic Absenteeism Support (*Home Start*)
- Early Childhood Mental Health (*SDSU*)
- One-on-One Reading Program (*SDCOE*)



LEARNING BEYOND THE CLASSROOM

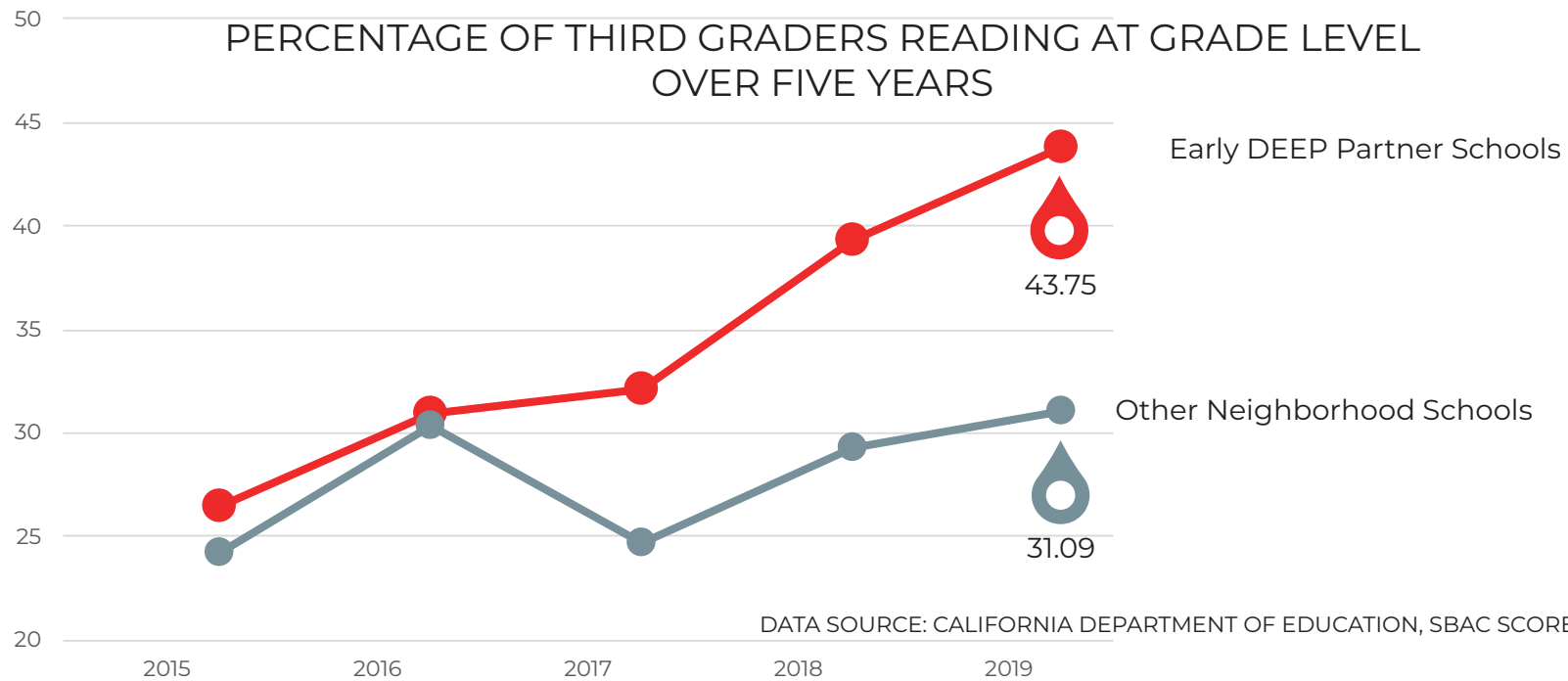
- After-School Literacy Support & Enrichment (*EIS, SAYSD*)
- Summer Readers-Future Leaders (*SDUSD, EIS, Fern St*)
- Summer Reading Campaign (*SDPL + 15 others*)
- Diamond Discovery Days (*Balboa Park*)



OUR METRICS

WHAT WE ARE DOING IS WORKING

DEEP'S FIRST PARTNER SCHOOLS ARE OUTPERFORMING OTHER NEIGHBORHOOD SCHOOLS IN READING



How will City Funding Improve the Work?

SUPER READERS AFTER-SCHOOL LITERACY SUPPORT

Super Readers at Webster Elementary



Super Readers at Johnson Elementary

2020-2021 OUTCOMES

anticipated

- Serve 4 schools and up to 80 student in Early Grades
- 90% or higher Retention
- 80% or above Daily Student Attendance
- Increase in Basic Phonics and Reading Comprehension Skills



Natu with his father
and older brother

Natu participated in Super Readers for two years, first as a second grader and then as a third grader. His attendance in the program was near perfect both years.

According to his teacher, *“When Natu is in the morning program, he works hard and loves to learn.”*

He now knows 179 of 180 high-frequency words and has grown eight reading levels over the past year and a half!

On the balcony

- Connecting with Leaders in Similar Situations
- Honing Adaptive Leadership Skills
- Understanding Current Organizational Capacity
- Establishing New Organizational Priorities



What are We Doing Differently?

- **Improving Internal Systems**

- Developed Financial Policies and Procedures
- Conducted Human Resources Audit

- **Developing Program Staff**

- Providing Motivational Staff Training – Goal Setting and Planning
- Engaging more regularly with staff – three weekly touch-points
- Connecting more empathetically with those we serve

- **Building Internal Leadership**

- Secured Executive Leadership Coach
- Recruited two new Board members with specific skill sets
- Established committees on issues related sustainability –
 - Finance
 - Reorganization/succession planning; and
 - Fundraising

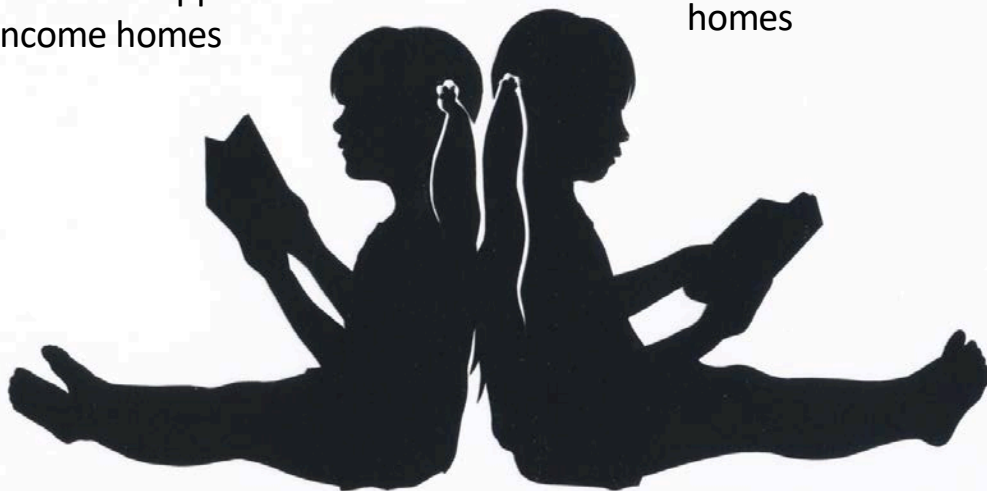
At the end of 2019, who was on the path to become San Diego's lowest skilled workers?

24%

of children from middle- & upper-income homes

57%

of children from low-income homes



By the end of third grade, nearly **four times as many children from low-income homes (2,673)** were reading **below grade level** compared to their peers from middle- or upper-income homes (707)

It matters because . . .



the more education Elena attains,
the more *she* will enjoy . . .

- Greater Employability
- Higher Earnings
- Less Unemployment
- Greater Mobility
- Better Personal & Family Health
- Greater Civic Engagement

It matters because . . .



the more education Elena attains,
the more *San Diego* will experience

. . .

- Higher Tax Revenues
- Lower Public Support Costs
- Reduced Crime
- Less Spread of Infectious Diseases
- Greater Social Cohesion
- Increased Voter Participation