



KIDS NETWORK / RSBC

June 3, 2020

### MINUTES

**Attendance:** Elizabeth Adams, Terri Allison, Ama Atiedu, Bridget Baublits, Florene Bednersh, Nicole Bennett, Jennifer Bergquist, Lisa Brabo, Jenny Bruell, Emily Casarez, Maria Chesley, Steven DeLira, Peggy Dodds, Samuel Duarte, Rubayi Estes, Alice Gleghorn, Lori Goodman, Ali Guajardo, Gabriela Hanson-Lopez, Joan Hartmann, Tanja Heitman, Alma Hernandez, Hanna Kiefer, Valerie Kissell, Amy Krueger, Alma Marquez, Ann McCarty, Seth Miller, Lorraine Neenan, Dean Palius, Carl Palmer, Taundra Pitchford, Shana Pompa, Saul Serrano, Cara Silva, Kimberly Valenzuela, Sharol Viker, Alana Walczak, John Winckler

**Staff:** Barbara Finch and Gloria Munoz

#### **1. Welcome**

Supervisor Hartmann welcomed everyone.

#### **2. Roll Call & Approve Minutes: March 4, 2020**

Ann McCarty motioned to approve the March 4, 2020 minutes and Valerie Kissell seconded the motion. Rubayi Estes, Ali Guajardo, Joan Hartmann, and Sharol Viker abstained from voting; all others voted in favor and the minutes were approved.

#### **3. Public Comment - Items not on the Agenda**

There was no public comment.

#### **4. Centering in the Virtual Space**

##### **• Meeting structure**

Carl went over the meeting structure:

- Active engagement using Zoom and Google Docs
- Everyone is welcome and has value to contribute

##### **• Pronouns**

Hanna invited everyone to add pronouns to their Zoom name. The purpose of this is to make folks who identify outside the gender binary (traditional masculine=man, feminine=woman) more comfortable and it allows us to easily identify how folks would like to be referred to in the third person. It is custom to introduce your pronouns in group settings while introducing your names and titles. Some common pronouns are she/her/hers, he/him/his, they/them/theirs, which are commonly used for queer/nonbinary folks and some trans individuals. It is important not to assume someone's pronouns and if you are ever unsure, it is a best practice to simply ask. Pronouns don't necessarily tell you about someone's gender identity. It is also important to just say "one's pronouns" instead of "preferred pronouns," as pronouns are mandatory, not preferred. Hanna walked folks through the steps on how to change their name on Zoom and linked more information on pronouns on the Google Doc.

- **Principles**

Barbara asked folks to think about how the RSBC principles have played out in their organizations over the last three months and to share their thoughts on the Google Doc

## 5. **Weaving Connections**

Participants were invited to discuss the following: Amidst SO MUCH uncertainty... What do I know to be true (even if I can't measure it or point to data to support it)? What do I know how to do (even if so much of this seems out of my experience)? Folks shared the following:

- Enjoyed the time to slow down and reflect on what they are doing and what is important
- Needed longer than 3 minutes per person
- Nice to get to meet other people
- Found commonalities in the conversations. They are all still doing the work they do despite of the challenges they are facing right now.
- Acknowledgement of partnerships and coming together across organizations to support one another's efforts and serving the community.

## 6. **Navigating Crises with What We Know**

Terri shared Dr. Bruce Perry's website, <https://www.neurosequential.com/covid-19-resources>, and discussed what is happening with our brains and why it is important to think about how we regulate ourselves. We do our best thinking when we are in the prefrontal cortex. When we are anxious, which we have all been for months, we spend a lot of time in our limbic system, and kind of toggle back and forth between the two. She added that we want our baseline to be calm, where we can think about the extended future. When we are in an alert state, our stress levels continue going up we can go into freeze or resistance. We want to be conscious of this and to do things for ourselves and for each other to help us get back to the baseline. Getting back to baseline can include speaking slowly, centering ourselves, or feeling our feet on the floor. These things will help us get back to a calmer state and back to critical thinking. First, we regulate, then relate, and then we can reason and reflect. Peggy shared that when they needed to keep the clinics open they had a lot of people that were very anxious and in the freeze stage. She stated that being in the second zone was the right thing to do. They needed to figure out what they were going to do in the next few days and weeks to take care of themselves, their staff and their patients in a way that made sense. They couldn't think years ahead and needed to be adaptive. They had to think about what was happening at the moment.

Terri encouraged folks to look at Dr. Bruce Perry's site <https://www.neurosequential.com/covid-19-resources> and Florene suggested they also check out Dr. Dan Siegel. Breakout groups reflected and shared the following:

- **Terri:** Notice without judgment; we are all going through this in the best way that we can
- **Ama:** We have all experienced trauma related to COVID and the current unrest in different ways. Being able to acknowledge that and talk about it, even in a professional setting, has been helpful and appreciated. She has become hyperaware that often times she is the only person that looks like her in the room but the ability to share what she is going through and the desire that others expressed to understand how she is feeling has been appreciated and needed. She hopes that this awareness can spread through our organizations and the different meetings that we are called to because we are all struggling in our own ways.
- **Shana:** We are not alone. Everybody is going through this and having different responses. Other folks have the same feelings and we can reach out to one another.

## 7. Navigating Organizational Shifts

In the prior conversations, we were asked to think about how this continuum of stress response helps us understand our individual dysregulation. Individual responses also affect organizational adaptations. As leaders and contributors, we are called upon to recognize the different states of stress response and to empathize, validate and de-escalate organizations as a whole. Leaders have to shape the vision for the future, and in order to do that we have to spend more time in our resting state than in the fight, flight, and freeze. Many people and organizations find themselves flocking. They are vigilant, alert and drawn to concrete thinking. How will we make sure that we are keeping ourselves and the people we serve safe? What if we have to shut down again? We want to be able to return to baseline to find that calmness that we need for clear thinking and informed decisions for the long term. COVID-19 challenged organizations to be clear and present with day-to-day changes. Organizations focused on safety, empathy, and reassurance, and were anchored in their individual missions.

Early in the evolution of Resilient Santa Barbara County we compared the structure and characteristics of organizations and networks (in PPT). One of the RSBC objectives is to ease our collective ability to flow between organizational and network realities and priorities in order to collaborate at higher levels that really instigate true systems change. The pandemic has thrust us deeply into this largely uncharted territory where organizational constructs are overshadowed by the need to respond to community concerns and global directives. It is bigger than any of us have ever had to deal with. Unprecedented disruption is requiring us to function more like networks, acknowledging and responding to emergent priorities, relying on collective intelligence and action, coordinating activities, cultivating learning, strengthening relationships. We have a need to be part of the community and to find community solutions. In many ways, that is more of a network construct than an organizational one yet it is the organizational leaders that have to plan, direct, manage, and make decisions about how their organization will contribute to the healing and the recovery as a whole.

Breakout groups were invited to reflect on the following: As individuals, organizations and networks we're navigating this complex process... How has our work together helped to build a foundation for resilience? How can KIDS Network and RSBC support our ability to take care of ourselves, serve our clients and achieve our shared vision in this moment? Folks shared the following:

- **Steve:** Honored Amy and the CWS team for the work that they are doing in responding to allegations of child abuse and going out to homes. Working for a trauma informed agency has been very helpful in being part of a collective group that thinks and addresses trauma. The network has allowed us to establish relationships where we can contact each other, know each other, and be able to ask for help, direction, and guidance that benefit clients.
- **Alma:** Conveyance of trust makes the collaboration and the collaborative work easier and it helps to be able to refer families to different agencies because they trust them. Trust makes the collaborative work much stronger and much more efficient in our county.
- **Florene:** We can't deal with the pandemic, social unrest, and what our society is going through without stepping out of the organizational structures and into the relational structures. We have to work together and rely on each other.
- **Saul:** Having this space to talk and connect in this way is very powerful for the network. It was important to come together, strategize and figure out what challenges were affecting youth. They were seeing violence and youth were falling through the cracks. What were their resources and how do they share those amongst each other to be a better-informed community?

## **8. Resilient Santa Barbara County Update**

Barbara stated that 23 organizations have signed up as community partners and several folks have signed up as individual partners. Seven of those partners have introduced themselves and their Missions on our ACEs Connection Community site. Hannah has been interviewing and blogging about COVID-19 responses so there are great interviews and articles that she has put on the site that are relevant for these current times. We are still compiling surveys for the Community Resilience Tracker. The County's Presentation Tracker has 45 entries representing 10 sectors from 2017 through January of 2020. Anyone can post their ACEs presentations on the site. The most dominant sectors are education, health and social services.

The ACEs Aware Initiative aims to engage doctors who want to screen for ACEs and help them connect families to resources through care networks. Cottage Health and the Pediatric Resiliency Collaborative applied for training grants and KIDS Network applied for a Convening Grant. The KIDS proposal is linked to the Bridges to Resilience Conference with the intention to develop it into a tri-county conference with participation from Ventura and San Luis Obispo. Both organizations were selected as finalists and has invited to submit a revised Scope of Work that is reflective of the current COVID-19 constraints. Decisions will be announced after the governor's final budget is approved.

Barbara congratulated Hanna for graduating from UCSB, Class of 2020. She also thanked Dean for his 19 years of service to KIDS Network. Dean has been an advocate and a wonderful asset to this group and will be greatly missed. He will be retiring in August.

## **9. Closing**

Carl invited everyone to share insights, feedback, and reflections about the meeting on the Google Doc. Barbara invited folks to share a word of how they are leaving the meeting as they logged off.

## **10. General Meeting Adjourns**

**Next Meeting – September 2, 2020**

*The meeting adjourned at 11:03 a.m.*





# KIDS Network Meeting

6.3.2020





Introductions

Minutes

Public Comment

6.3.2020

*Our vision is that all children will  
grow up in safe, healthy and  
nurturing homes, schools and  
communities with equal access to  
resources and opportunities  
to develop their unique potential*



# Meeting Agenda

6.3.2020

1. Welcome
2. Roll Call & Approve Minutes March 4, 2020
3. Public Comment –Items not on the Agenda
4. Centering in the Virtual Space
5. Weaving Connections
6. Navigating Crises with What We Know
7. Navigating Organizational Shifts
8. Resilient Santa Barbara County Update
9. Closing

# Centering in the Virtual Space

- Virtual Meeting Structure
- Pronouns
- Principles of Engagement



# Virtual Meeting Structure

- Barb is Charing
- Zoom for connection
- Shared Google Doc with the agenda and for participation - please contribute!
- Please use the chat function to reach out - Carl will monitor
- Please feel free to use Zoom's nonverbal participation icons

# Pronouns

- How to add your pronouns to your Zoom name while in a Zoom meeting
- How to add pronouns to your Zoom name permanently via settings
- Why pronouns?
  - So we know how to address you in the third person
  - To make folks who identify outside the gender binary (that centers traditional masculine=man, feminine=woman and maintains that these are fundamentally different and contrasting) more comfortable in these spaces

# Our Resilient Santa Barbara County Principles

- Build trust and healthy relationships as a foundation for resilience
- Create a supportive, safe, equitable, accessible and inclusive network
- Bring our whole selves with fidelity and integrity
- Use data and stories to inform decisions and direction
- Welcome, hear and honor all voices
- Innovate and experiment with imagination and creativity
- Embrace trial and error to learn and grow
- Grow our capacity to collaborate

# Weaving Connections

Amidst SO MUCH uncertainty...

- What do I know to be true (even if I can't measure it or point to data to support it)?
- What do I know how to do (even if so much of this seems out of my experience)?

# Navigating Crises with What We Know

## Dr. Bruce Perry's NeuroSequential Model Resource

<https://www.neurosequential.com/covid-19-resources>

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# Navigating Crises with What We Know

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# How is this resonating with your experience over the past three months?

*Reflecting on the framework Terri shared:*

- *What states have I found myself in over the past 3 months?*
- *Have I been able to de-escalate successfully and if so how?*
- *How am I going to adjust my practices based on these learnings?*



# Navigating Organizational Shifts

- Adaptive responses span the continuum
- Contribute to organizational dysregulation
- How do we manage unprecedented disruption?
- Many are Flocking
  - Focused on decisions to shape the days and hours ahead
- Navigating uncertainty requires abstract thinking and future orientation

# Organizations and Networks

*Source: Monitor Institute & Rockefeller Foundation, ENGAGE*

<b>Organizations</b>	<b>Networks</b>
Hierarchical	Horizontal
Centralized authority	Distributed authority
Firmly controlled and planned	Loosely controlled and emergent
Task-oriented	Relationship-oriented
Production of products and services	Cultivation of learning and activity
Individual expertise and initiative	Collective intelligence and action
Managed	Coordinated
Directive leadership	Facilitative leadership
Centralized decision making	Participatory decision making
Proprietary information and learning	Open information and learning
Concrete objectives	Concrete + intangible objectives
Conflict averse	Conflict is acknowledged and addressed

As individuals, organizations and networks we're navigating this complex process...

- *How has our work together helped to build a foundation for resilience?*
- *How can KIDS Network and RSBC support our ability to take care of ourselves, serve our clients and achieve our shared vision in this moment?*

# Resilient SBC Update

- Community Partners
- ACEs Connection
- ACEs Aware Grants



# Closing

- Celebrating Transitions
  - Hanna Kiefer, UCSB Grad, Class of 2020
  - Dean Palius, 19 years of service to KIDS Network

THANK YOU AND GOOD LUCK

A close-up photograph of several hands of different skin tones (dark brown, light brown, and white) stacked together in a circle, palm up. The hands are positioned in the center of the frame, with fingers slightly curled. The background is a soft, out-of-focus green, suggesting an outdoor setting. The text "There are enough of us to make a difference!" is overlaid in a large, bold, black, italicized font across the middle of the image.

***There are enough of us to  
make a difference!***

# Our Objectives

- Strengthen relationships within organizations and throughout the network
- Collectively shift our community focus toward a shared vision that promotes multiple pathways to resilience
- Support organizations in operating from the vision, purpose and principles as they seek to become trauma-informed and resiliency-focused
- Ease our individual and collective ability to move between organizational and network realities, responsibilities and priorities
- Coordinate existing actions for greater impact
- Collaborate at higher levels across sectors for community level systems change
- Articulate a theory of change that includes the resilient community and improved outcomes for children, youth, and families

## **KIDS Network June 3 Meeting**

**Date:** Monday, June 3, 2020  
**Time:** 9:00am- 11:00am (Pacific Standard Time UTC -8)  
**Zoom Info:** <https://countyofsb.zoom.us/j/91494483100?pwd=am9aVGdKOVI0dWl0VjcyY0dISXVTdz09>  
Meeting ID: 914 9448 3100  
Password: 255183  
Dial by your location +1 213 338 8477 US (Los Angeles)  
**Shared Doc:** [Link to edit this document](#)  
**Hosts:** Barb Finch, Terri Allison, Carl Palmer

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**Meeting goal:** Affirm our network as a space of mutual support and collaboration as we all navigate through the current pandemic, committed to our day-to-day work and the larger work of building a Resilient Santa Barbara County.

### **Quick introduction (as people sign on) - Carl**

- Welcome, thank you for being here!
- We'll be using Zoom for video calls & Google docs for notes
  - Everything you share in this doc is available to everyone else on the call
  - If you have resources to share, we welcome them!
  - Please arrange your screen with Zoom and your browser side by side if you're able
  - Please use the chat function if you need support
- We will be recording this call and making the presentation portions available via our ACEs Connection website, so if you prefer not to be visible in the recording, you may turn your video off
- Please add your name to roll call below as you join:

### **Roll call [9:00 - 9:05] - Carl**

*Name / organization / where you are joining from*


- Barb Finch / Kids Network / my home
- Alice Gleghorn Behavioral Wellness, Behavioral Wellness
- Saul Serrano, SCYSP CAC
- Peggy Dodds, PHD, clinic
- Terri Allison / Moonlit Consulting / my home
- Carl Palmer / LegacyWorks Group / my house by a new garden
- Hanna Kiefer / UCSB / my couch!

- Gloria Munoz / DSS
- Alana Walczak / CALM
- Cara Silva (she/her) / Cottage Health / my deck
- Shana Pompa/Fighting Back Santa Maria Valley/my home
- Rubayi Estes / Santa Barbara Foundation / my home
- Bridget Baublits/ Santa Barbara County Education Office/ my office
- Sharol Viker, First 5 Santa Barbara County
- Seth Miller, FYS Director - CAC
- Elizabeth Adams, Santa Barbara County Education Office Transition
- Samuel Duarte: Little House by the Park / FSA
- Valerie Kissell - Youth and Family Services YMCA/my home
- Taundra Pitchford, SBCEO Child Care Planning Council
- Florene Bednersh, Children and Family Resource Services, my home
- Ali Guajardo/ Casa Pacifica, Clinical Supervisor for Wraparound/ my home
- Alma Hernandez, Representative for Third District County Supervisor Joan Hartmann
- Joan Hartmann, Third District County Supervisor
- Kimberly Valenzuela, Casa Pacifica
- Maria Chesley, Carpinteria Children's Project and Network of Family Resource Centers
- Dean Palius, SYV People Helping People
- Lisa Brabo, FSA, SMVYFC, LHP
- Lorraine Neenan, CAC Children's Services
- Gabriela Hanson-Lopez, CALM
- Ama Atiedu- Cottage Health, home
- Emily Casarez, LVCHO
- Tanja Heitman, Santa Barbara County Probation Department
- Nicole Bennett/ CenCal Health/ my house
- John Winckler/SB County Behavioral Wellness/Home
- Ann McCarty, North County Rape Crisis and Child Protection Center
- Jennifer Bergquist County Child Care Planning Council
- Steven DeLira, Family Service Agency/Santa Maria Valley Youth & Family Center, Santa Maria
- Jenny Bruell, Santa Barbara Foundation

### **Welcome & KIDS Business [9:05 - 9:15]**

- Welcome - Joan
- We are now recording this meeting
- Establish Quorum & Approve Minutes (Roll Call) - Gloria
- Public Comment - Public

### **Centering in the Virtual Space Barb, Carl and Hanna [9:15-9:30]**

- **Good morning!**
- **Today's goals** (1 min) - Barb
  - Reconnect as a network and support each other in these challenging times
  - Remind ourselves what we know about how humans handle crises and how we can take care of ourselves, our teams and the people we serve as we move through times of uncertainty brought about by the current pandemic
  - Improve our capacity to navigate between organization and network priorities and realities in our day-to-day work and for the work ahead to strengthen community resilience
- **Meeting Structure** (4 min) - Carl
  - Parts of the meeting will be discussion-based and requires active engagement
    - Mix of formats, short slide presentations, google-doc entries, breakout rooms
    - Zoom & Google Docs: side-by-side so you can see both
  - Zoom to connect us remotely
    - Please have video on if possible ("faces on")
      - But acknowledge the energy this requires from participants; ok to turn video off for any reason
    - Please use Zoom Gallery View: button at top right
      - Also: Settings > Video > Display up to 49 participants
    - Please use mute liberally & quickly to limit background noise
      - Trick to unmute on computers: hold down spacebar or click microphone icon
    - Recommend using a "Small sip pause" to account for lags
  - Google Docs for shared, collaborative note taking ("hands on")
    - Provides a nonverbal way to contribute, ask questions, reinforce ideas
    - Will be a record/reference of discussions, resources and links
    - Save this doc to My Drive
      - Click icon at top left by the doc's title to organize  (otherwise you'll find this doc only in "Shared with me")
    - Please contribute to the notes anytime!
      - Create a new bullet by hitting return
      - Shortcut to create new bullet:
        - Mac: Shift - Command - 8
        - PC: Shift - Control - 8
      - Shortcut to change the indentation:
        - Mac: Command - [ to shift left OR Command - ] to shift right ....
        - Or use Tab and Shift - Tab to increase and decrease the indent
      - Here's a resource for more [google docs shortcuts](#)
    - Use comments / emojis / gifs / +1s to say "me too" / "I agree!"
      - Shortcut to insert emoji:
        - Mac: Control - Command - Space bar
        - PC: Windows - Period OR Windows - Semicolon ;
  - Other ways to engage:



- Zoom Chat – Carl will monitor
  - Zoom’s nonverbal participation icons > click on Participants at bottom
- Name the power dynamics and emphasize that everyone is welcome here and has value to contribute

## Pronouns

- Invitation to edit to show your name and add your pronouns - Hanna
  - Purpose: to make folks who identify outside the gender binary (traditional masculine=man, feminine=woman), more comfortable, it is custom to introduce your pronouns in group settings. Usually we’d do this while introducing our names and titles.
  - How to: while already a participant in a Zoom meeting, I’ve found two ways.
    - By clicking the “participants” options at the bottom of your screen when you’re in full view and finding your name, clicking “more” and then “rename” and adding your pronouns after your name.
    - By hovering over your photo box when in gallery view (if in speaker view, click “gallery view” to see your photo box) and click the button with three white dots, click “rename,” add pronouns, and click “rename” once more.
  - On your phone, you click the participants tab, click “your name” and then “rename” and “done”
  - You can also add your pronouns to the end of your name when joining a Zoom call
  - Some notes about pronouns while folks try that out:
    - Some common pronouns: she/her/hers, he/him/his, they/them/theirs which are commonly used for queer/nonbinary folks and some trans individuals.
    - There is a lot of discourse and discomfort around using “they” as a singular pronoun that I think is important to unpack and dismantle: we use singular “they” all of the time. For example, “If anyone in this Zoom call would like to change their pronouns, they can click this button.” Or, “A person can’t control where they’re born.”
    - It’s important not to assume someone’s pronouns, if you are ever unsure it is a best practice to simply ask
    - Pronouns allow us to easily identify how folks would like to be referred to in the third person. They don’t necessarily always tell you about someone’s gender identity, so, for example, if someone who has a feminine gender expression announces that they use “she/hers” pronouns, that doesn’t mean that they identify as a woman, it just means that she wants to be referred to as “she” in the third person.
    - It’s important to just say “one’s pronouns” instead of “preferred pronouns,” as pronouns are mandatory, not preferred
  - To change your Zoom name to contain your pronouns in your name permanently, you can click on your photo Icon (if you don’t have a photo it will usually be the first letter of your name) on the upper right corner of your Zoom app, and click “settings” and then “profile” and add your pronouns to the end of your first or last name in your profile settings.
  - See the resources linked at the bottom of this document

- **Principles of engagement** (4 min) - Barb
  - Build trust and healthy relationships as a foundation for resilience +1
  - Create a supportive, safe, equitable, accessible and inclusive network
  - Bring our whole selves with fidelity and integrity +1
  - Welcome, hear and honor all voices +1
  - Innovate and experiment with imagination and creativity
  - Use data and stories to inform decisions and direction
  - Embrace trial and error to learn and grow (make it ok to try + fail)
  - Grow our capacity to collaborate

### **Storytelling Prompt in Breakout Groups [9:30-9:45] – Barb**

- I enjoy this time to reflect and pause during these times when we're so crazy busy... thanks Barb and Terri for putting these questoins togeher
- I needed more than a 3 minute counselin gsession
- It was nice to get to know some other people. I know some of us are not as able to jump in the car and
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### **Navigating Crises with What We Know [9:45-10:15] – Terri**

#### **Reflections**

- It's important to recognize what state we're in and acknowledge without judgment
- We have all experienced both types of trauma related to COVID and the current unrest in different ways, and to be able to acknowledge that and talk about it in professional settings has been important. Appreciate spaces to express those feelings and even say that I'm not showing up as myself because I'm struggling in different ways I didn't expect, at different moments. I'm hyper aware that oftentimes I'm the only person who looks like I do in the room. I appreciate how people are showing up... these tensions are on the surface now and they've always been here...
- What I took away from this is how we're not alone in this...

- **How is this resonating with your experience over the past three months?**

- *What states have I found myself in over the past 3 months?*

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- Have I been able to de-escalate successfully and if so how?
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- How am I going to adjust my practices based on these learnings?
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- Read over what others have written and give a +1 or an emoji to those that resonate with you.
- Whole group share outs (4-7 mins)
  - Insights
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  - Questions
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## **Navigating Organizational and Network Levels [10:30-10:50] – Barb**

Meeting community needs and providing day-to-day direct service requires blending organizational and network realities more than ever... Our organizations and agencies are stressed, financially and otherwise. We're having to tend to our own needs as we meet our clients' needs. And more than ever we're weaving network approaches into our organizational work because this moment requires it. We're in new territory... it's hard but we're getting good at it. Share the slide on Navigating Organization > Network Realities and review the list.

- *How has our work together helped to build a foundation for resilience?*
  - *Applauding social services who are still going out to homes and respond to allegations of abuse... want to honor the team for that*
  - *Working for a trauma informed agency and a collective group that works on that front has been very helpful... and we have multiple levels of trauma now*
  - *The network as created relationships and enables us to find guidance on where and how to send clients*
  - *“The conveyance of trust” makes collaborative work and referrals far easier because we trust those agencies... we’re comfortable referring to CALM or Fighting Back or FSA or other agencies because we have built those relationships*
  - *Conveyance of trust is required now more than ever - stepping out of the organizational structures and into the relational structures - we have to work together and rely on each other*
  - *Just having this space to connect this way and share our own experiences and where our programs are at is huge... it mirrors our work in South County with programs that work with youth...we used to meet every other month as a group of providers. Now they’ve become weekly and even that is not enough. Now we are meeting biweekly and it’s still not enough. With regards to the youth we had to come that way because schools are our and there was violence and kids were falling through the cracks... exp for families whose parents work and those kids need more ...identify our challenges, and resources and be better informed community... can only do that together*
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  - *The Kids Network has helped us by creating a space to share and go deep with our emotions. This helps us be able to help others. I appreciate the work that we all do collaboratively to make SBC a healthy more inclusive place. We need to continue to focus on the social and emotional places in the next few months.*
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- *How can KIDS Network and RSBC support our ability to take care of ourselves, serve our clients and achieve our shared vision in this moment?*
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- Return + share out the insights and wisdom that elevated in small groups
- Feel free to read over what others have written or notes that are captured above and give a +1 or an emoji to those that resonate with you.

## **Resilient Santa Barbara County Update [10:50-10:55] – Barb**

- Brief update on RSBC and ACEs Connection
  - RSBC Updates: Meeting with Community Partners on how their organizations have been adapting amid COVID-19 and publishing stories to ACEs Connection website
  - Please email Hanna with any updates or articles you'd like published to the website
- Honoring transitions- Hanna and Dean

## **Closing [10:55 - 11:00]**

- Summary of today's goals
- Invite reflections back on the meeting and the Kids Network in the google doc and verbally - raise your hand if you'd like to contribute and we'll call on you
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- Pluses (what did you like that we should continue?)
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- Deltas (what suggestions do you have for improvement?)
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- **Shout-outs & thanks**
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- **Requests for peer assists**
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- **Ideas for future meetings**
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- **To Do's/Next Steps**
  - Draft a one-pager on providing facilitation training as a LWG service to partners e.g. Gaby Anaya, etc.
- **Some resources for running virtual meetings**
  - [Working with Zoom: Features, Tips and Tricks](#), NCEAS
  - [Google Drive Cheat Sheet](#), NCEAS
  - [Meeting Design Template](#), blank, from Carrie (make a copy)
  - [“Community Care is Greater Than the Corona Virus”](#) from [350.org](#).
  - [Building trust in a remote environment](#) from The Engine Room
  - [Equity and Inclusion During COVID-19](#), University of California Diversity
  - [Rapid Virtual Meeting Prototyping in the Age of a Pandemic](#), Mozilla Foundation
  - [Tips to Make Your Zoom Gatherings More Private](#), Mozilla Foundation
  - [Anti-Oppressive Facilitation for Democratic Process](#), AORTA.
  - [Virtual Conferences: A Guide to Best Practices](#), Association for Computing Machinery (this report contains links to a set of tables, which are being updated regularly, that lay out specs, capabilities and limitations of a wide variety of technological tools for remote participation)
  - [Coronavirus Tech Handbook](#), a crowdsourced library of tools, services and resources relating to COVID-19 response
  - [Liberating Structures](#) - meeting microstructures
  - Changing your name on Zoom
    - <https://support.zoom.us/hc/en-us/articles/201363203-Customizing-your-Profile>



- <https://teaching.nmc.edu/knowledgebase/changing-your-name-in-a-zoom-meeting/>
- Pronoun resources!
  - <http://rcsgd.sa.ucsb.edu/education/pronouns>
  - <https://www.thoughtco.com/singular-they-grammar-1691963>
- Please contribute!!
  - This was better than I expected. I actually think I liked the breakouts better than when we are in a big room with a lot of people. Having randomly selected groups was also nice.
  - Really enjoyed the break out groups and the discussion of stress and survival responses according to Bruce Perry. Good stuff!
  - Loved the meeting. Great breakouts...but maybe reduce number so that we can have “longer” in the breakouts....more time to process with people

**Thank you!**