
COMMITTEE UPDATES
MAY 2022

Childcare, Early Care and Education, and Youth Development

- The Committee met on April 13 and heard from City Staff member Hal Spangenberg present on the City's child and youth development programming and discussed a draft matrix to help organize the committee's ideas into age ranges.
- The committee shared the below regarding what type of community input would be helpful for this Committee, and ideas for community outreach and engagement
 - School districts do their own surveys as well. They have already done the work of reaching out to parents and families. Might be a good idea to get a glimpse of that data if they are willing or able to share it.
 - **From Grail Services:** In asking the community to helping us design a program that responds to their needs. When we were designing our programs, we asked "what does childcare mean to you?" We heard that some community members preferred home childcare providers for infants, so we are creating a network of family childcare providers for infants.
 - Connecting with the childcare worker union-SEIU 521 to hear what they are working on.
 - We may want to look at data that shows the number of families where one or more of the parents have left the workforce to provide at-home schooling or care.
 - The impact of Social Emotional Learning and mental health at grade-level and middle school education.
- The committee will be meeting May 11 to review the Committee template and Recovery Needs and Best Practices Matrix, a preliminary synthesis/summary of the recommendations committee members have provided so far, and a summary of the City's relevant recovery efforts, and recovery best practices identified in other relevant recovery initiatives.

Community Engagement Committee

- The Committee has met once since the last update, on May 5
- The committee reviewed the final draft of the Community Engagement Plan and will recommend it be approved at the May 12 Task Force meeting. It also received an update on the Lived Experience Group, that will be shared at the May 12 Task Force meeting.
- As part of the Community Engagement Plan and tactics, the committee has discussed the possibility of the Task Force hosting a large community event to gather community

input, possibly in July when City Council has its recess. The committee will begin compiling community events where the Task Force can have a presence at.

- Its next meeting is scheduled for Thursday, June 2 at 3pm

Community Health and Wellness

The Committee met twice since the last update, on April 14 after the Task Force meeting and on Wednesday, May 4.

- The committee shared the below regarding approaches in designing the survey, and what types of input the committee would be interested in gathering through the survey or storytelling project:
 - Need to get input from people who were challenged even before the pandemic. (people with high risk factors) These are all the individuals we need to continue on in the future. There are issues of access. Other groups include African immigrant population, survivors of domestic violence;
 - Limit it to 10 questions or less, so that residents complete the whole survey.
 - Acknowledge language capability and literacy rates. Have staff available to help people to complete the survey together.
 - Incentives for the survey. Consider small gift cards, such as Target or grocery stores of at least \$10, rather than submitting for an opportunity to win a gift card.
 - Explore the possibility to host paid focus groups with people earning an instant prize. Then, people who fill the survey will be eligible for a larger prize.
 - Focus groups will allow people to define pandemic-related issues for themselves
 - To truly reach out to the zip codes most impacted, work with organizations who already provide services to those patient populations and residents.
 - Many folks we want to hear from (i.e. homeless) do not have transportation. We need to go to them.
 - Challenges of technology get in the way for a lot of folks. Consider how to incorporate. Ability to get on a computer or access internet.
- The committee is in the process of reviewing the Committee template and Recovery Needs and Best Practices Matrix. The Committee template is a preliminary synthesis/summary of the recommendations committee members have provided so far, and the Recovery Needs and Best Practices Matrix is a summary of the needs identified so far by committee members, a summary of the City's relevant recovery efforts, and a list of recovery best practices identified in other relevant recovery initiatives.

Housing Committee

Committee members reviewed and gave input on the preliminary draft to be used to gather strategies, actions, and metrics. The committee also discussed key gaps that need to be addressed in the near term related to Housing Committee members suggest to the preliminary draft document to a shared virtual

platform (i.e. google doc) to be able to continue to provide input and make edits.

The committee also gave input to the Community Engagement Committee design of the survey process, especially on keeping the survey short and providing incentives for participants. Consider taking Ipads while doing the survey and they should be paired with resources and provide residents with some education and connection to existing services.

Besides the survey design, the committee also would like to include a few questions:

1. What has been the biggest impact of the pandemic? (e.g., housing, emotional, job loss, etc.)
What has affected you the most?
2. Have people recovered on the employment side to pay off their housing costs?
 - a. some people are getting back to work, but their hours have been reduced.
3. Are you having to pay money back that you borrowed as a result of COVID-19 and housing costs? How big is that debt?
4. For housing-insecure communities, did they have this experience of housing insecurity prior to the pandemic? Or was the pandemic an accelerant for housing insecurity?

Questions should be about how housing has affected them, with an opportunity for open-ended responses at the end of the survey for people to provide their recommendations/thoughts on how the City can support them or if they have a solution for these housing issues.

Just Recovery for Airport, Hotel & Arts Workers

Work2Future staff and a representative from Employment Development Department (EDD), provided a presentation on EDD's Work-Sharing program.

Committee members then reviewed and gave input on the preliminary draft to be used to gather strategies, actions, and metrics. Members requested to meet right after the May 12th Task Force meeting to continue the work and make edits on the draft recommendations .

The committee also gave input to the Community Engagement Committee design of the survey process, such as engaging with actual workers, and lived experiences (especially related to barriers to returning to work like childcare). Other ideas from the committee are:

- Creating opportunities for people to participate outside of typical/traditional meeting times (e.g., via a focus group with sector-specific workers)
 - The arts are very diversified. Different types of creatives with a lot of distinctions (e.g., performing arts vs graphic designers/visual artists vs museum venue). A focus group that looks at the experiences of different types of artists.
 - Focus group with the restaurant, café, and night life sector because they have had their own struggles through this pandemic
 - There are networks we can engage for this engagement, especially in the arts
- Qualitative data on why people are not returning to the industry and open opportunities.
 - What are the barriers preventing you from returning to work?
- Survey methodology
 - What will be the rigor of the survey? Will it be statistically valid?

Supporting Small Business

The Committee met twice since the last update, on April 14 after the Task Force meeting and on Monday, May 2, 6pm.

- The committee shared the below regarding what types of input the committee would be interested in gathering through the survey or storytelling project:
 - How many women owned businesses?
 - Do small business owners identify as women, undocumented, disabled, BIPOC and/or LGBTQ?
 - How do they categorize their business? As women owned?
 - Tax identification number type as proxy for undocumented business owner
 - Non-profit status vs. For-profit status
 - Small non-profits tend to run with tiny staff and often support small sole proprietor businesses
 - For new businesses: Were they able to establish their business by themselves or with support of an organization?
 - What were potential challenges they may have faced? Could be difficulty finding information, service in their own language etc. to have a sense of where people are getting stuck
 - How or if they conduct marketing/advertising for their business
 - What is lacking regarding digital needs/technology?
- The committee received information about the City's new Small Business Gant program that launched on May 3.

Worker Health, Safety, & Rights

Committee members reviewed and gave input on the preliminary draft to be used to gather strategies, actions, and metrics. The draft summary of the recommendations captured what committee members have provided so far, and committee members continue to provide input and make edits as they think to make the most sense. Committee members agreed on the following topline strategies:

- **Outreach and education on workplace rights:** expand the City's role + connect with other agencies & community orgs to leverage existing capacity.
- **Strengthen enforcement tools at City of San Jose:** City Attorney role, responsible construction ordinance, remove exclusion of public works from procurement wage theft policy, others.
- **Paid sick leave: COVID-19 paid sick leave** - continue past Sept. 30, provide stability and uniformity.
- **Enact permanent local paid sick leave law** – more robust than 3 days offered by State. Follow models of Oakland, SF, other CA cities.

The committee also gave input to the Community Engagement Committee on the survey design and included a few questions:

1. Worker general quality of life ex. Are you working hours expected to, feel safe in workplace?
2. Any experience of wage theft – need to provide definitions of wage theft
 - a. Retail food advisory council working on wage theft retaliation, health, and safety survey
3. Knowledge of one's rights regarding sick leave

- Need to disaggregate answers - break down by income, ethnicity, gender, occupation
- Need to have a few categories that standardizes workers type/occupations

Lastly, one of the Committee members shared the Santa Clara County Wage Theft survey for the Community Engagement Committee to review and potentially add to the survey.

○