

FAB Meeting #31 11/13/2020

Attendance:

- UB Backbone Staff (Kassa Belay, Athenia Rodney, David Harrington, Danielle Augustine, Dionne Grayman, Briona Clark)
- 18 FAB Members

Objectives:

- **General Updates**
- **UB Participatory Budgeting Project II: Small Business Relief Fund Scope**

Icebreaker

- Dance Party Celebration!

News and Updates

- This month's PAT Meeting: November 2020 Review
 - We discussed Community Care Project Scope of Work
 - Visions, Goals, Roles and Timelines
 - Asked how has early childhood enrollment and attendance been impacted by the pandemic in Brownsville?
 - Enrollment has gone from 96% of capacity to 67% across 9 programs
 - The average change in enrollment is -16 across 9 programs
 - The largest change to a program was -78%
- FAB Participatory Budgeting: Home delivery of goods and food to Brownsville area residents
 - 3 weeks of successful deliveries completed
 - Week 1: 420 boxes, 356 deliveries
 - Week 2: 420 boxes, 417 deliveries

- Week 3: 420 boxes, 420 delivered to homes
 - We currently have a waitlist for week 4
 - Next week is the last week of deliveries
- Year Two of the Family Co-op has launched
 - Families gather virtually every Saturday at 11am and 1pm
 - Year 2 is divided into 4 sessions
 - Session 1: October 3 - November 21
 - Session 2: Dec 5 - Feb 13
 - Session 3: Feb 27 - April 24
 - Session 4: May 1 - June 19
 - Registration for Family Co-op Session 2 is now open. Nine slots are still available. Sign up here : <http://bit.ly/fcsession2>
 - Charters have been reissued to Family Co-op members with times and grace period reminders
 - FAB members would like special cut-off times and grace periods to be clearly communicated in the future
 - Some FAB members feel that 5 minute cut-off is too short while some feel it is fair.
 - Grace period came about by concerns from family co-op staff and feedback from participants who find late joining disruptive
 - This can be seen as an opportunity to decolonize our rigid notion of time in our commitment to anti-racism and dismantling white-supremacist ways of thinking
- FAB Stipends
 - Payments for activities from October 10 - November 13
 - Will not include anything next week
 - A link to review our records will be sent via WhatsApp and email following this meeting. Please check our records for your participation here: <https://bit.ly/novfabattendance>
 - Please let the backbone staff know of any changes by **Tuesday, November 17**

- There will be an increase in stipends to a base pay of \$100 per month plus additional stipends for every meeting attended to reflect the growing role of the FAB (as long as funds are available)
- If a member misses two consecutive FAB meetings, the backbone staff will schedule a check-in to ensure that participation is still feasible
- Backbone Updates
 - Welcome Athenia Rodney as Community Engagement Associate, new UB full-time position including the following duties
 - UB Strategy and project development
 - Social media and professional Development
 - Dedicated FAB member support
 - Stay tuned for a special announcement on December 1st about UB and a FAB member
 - On December 1st 7-8pm we will be featured on NY1, News12, Pix 11, MSG, WNBC (NBC), WNYW (FOX), and multiple iHeart Radio stations

Discussion Topics

- Early Intervention Ambassador
 - We have just completed phase 3 of the process, reviewing work samples
 - All FAB members are invited to the next step, the second interview
 - Work samples will be shared with the FAB via email
 - The second interview will take place on Thursday, Nov 19th from 2 - 4pm
- Community Care Project Vision
 - Co-develop standards of excellence in care
 - Previously defined by local residents and agreed to by service providers
 - Part of a vision of equity discussed by the FAB
 - Supports the idea that Brownsville should be thought of as a desirable place to live, work, and receive care just as other more affluent neighborhoods around NYC are

- Reviewed scope of work
 - Vision, goals, roles, timeline
- UB has begun PAT recruitment
 - Currently identified PO2, Healthy Steps, and Nurse Family Partnership as particularly active PAT members to participate in the first pilot
 - Please let the backbone staff know if you have other suggestions
- UB Participatory Budgeting Project II
 - Small Business Support: Sirius Offer
 - Approached by Sirius Fund for a project that would offer \$50,000 targeted at providing relief to business(es) that:
 - 1) The FAB identifies as vital to the community
 - 2) Whose continued existence is threatened by the economic dislocations caused by COVID-19
 - 3) For which there is a will and path to survival
 - Initial UB Response - Suggested Stipulations
 - Requires that the selected business have a focus on serving families with young children to align with UB's early childhood mission
 - Requires that the selected business fully participate in projects designed to coach small businesses for success
 - Home Delivery - Lessons Learned
 - Original concept: Home delivery of covid relief PPE and food to residents who cannot physically get to food banks using local drivers through partnership with Rydehails
 - UB Commitments
 - Signed up 420 residents for home delivery
 - Purchased food and PPE for 420 weekly home deliveries over 4 weeks (approximately \$60k)
 - Recruited FAB to assist with distributions
 - Secured pro bono consulting from accounting/management firm EY

- Rydehails commitments
 - Staff 168 driver shifts and 21 drivers for each of the four delivery dates (approx. \$10k)
 - Manage delivery logistics and tracking
 - Starting approximately 9/15
 - None of these commitments were fulfilled by Rydehails which lead to continuous delays in the start of the deliveries
- Direct and Indirect costs of attempt to partner with Rydehails
 - The project was expensive in various ways. At times in September and October, UB backbone staff spent up to 25% of our time on this project
 - Hundreds of residents experienced weeks of delays when they expected food and PPE
 - UB staff scrambled to find new delivery partner
 - UB risked tarnishing its reputation among residents, which is the same thing we want to fight with the cares project
 - Prioritizing local hiring may take more time and effort
- Francesca shed more light on what went wrong during the meeting
- For future projects we should check-in early and often and go through multi-step verification of all potential partners
- Future project partners should also have a plan B
- Co-create Project Scope of Work with FAB
 - Will set template for UB Participatory Project selection going forward
 - Review proposed categories in breakout groups
 - Offer feedback
 - Agree on next steps
- Proposed Categories
 - Background Materials and Context

- A link to the Sirius Proposal is here:
<https://bit.ly/FABSirusLetter>
 - Relevant knowledge for each project i.e. grantmaking
 - FAB Scan for language/themes that perpetuates anti-black racism/white supremacy
- Preliminary Objectives
 - Measurements and Metrics
- Selection Criteria
 - I.e. Business selection criteria
- Project roles
- Timeline
- Special Considerations/ Requirements
- Collaboration Opportunities
 - Ways to bring projects to scale or leverage for greater reach
- Background Materials and Context: Review of The Sirius Fund Letter by the FAB
 - Kassa asked the FAB if there is any language they feel would perpetuate anti-black racism and/or white supremacy
 - It was recognized by a FAB member that there will always be anti-black and white supremacist undercurrents to text
 - Dionne asked if there is any language that needs to be flagged in order to receive the letter with the intention with which it was sent
 - A poll was taken to decide if UB should move forward with the Sirius Fund's proposal.
 - It was voted on 100% yes
 - The FAB and UB Backbone staff began drafting some business selection criteria on the new project worksheets; the backbone staff asked the following questions
 - How will equity be considered in the business selection process?

- Thoughts included: supporting a business that wouldn't survive without support, taking into account race, gender, other resources the business does or doesn't have access to
- Account for equity when designing the application process
- What are the FAB's goals for this project?
 - Help a community business that was most impacted by the pandemic and that will help the community if it survives
 - FAB should learn grant writing and making process
- What additional supports should UB be prepared to offer a recipient to ensure their success?
 - What are the barriers to entry to receiving the grant?
- How can we balance capacity with need?
- How can we vet a company for intention and priorities? Make sure that they are also about the community and not just earning money.

Next Steps

- Review the Nov attendance spreadsheet
- Upcoming interim and FAB meetings
 - 2nd Learning Landscapes roundtable and materials review
 - Early Intervention final candidates interview: **Thursday 11/19 from 2-4pm**
 - FAB/ EY intros and Business Selection Criteria review and development

application asking assignments athenia attendance **backbone** budget
business care co-op collect community date days **discussed** email
exists **fab** family feedback form google **hiring** incentives include
interim link list **meeting members** paper participatory
pat phase poll position presented process **project** requirement review selected **staff**
stipends **subcommittee** suggested summarize support **ub**
voted