

FAB Meeting #48 04/08/2022

Attendance:

- 6 UB Backbone Staff (David Harrington, Kassa Belay, Athenia Rodney, Ruth Horry, Briona Clark, Ashanti Walker)
- 18 FAB Members

Meeting Objectives:

1. Share important news and updates
2. Collect additional feedback on transparency, decision-making and roles proposals
3. Identify short and long term action-steps related to transparency, decision-making and roles proposals

Takeaways:

The April meeting was the first, newly renamed Backboard meeting, denoting the collaboration of the FAB and Backbone and distinguishing it from the new FAB-only meetings. It was used to make any adjustments to decision-making and transparency practices at UB.

Opener

- We started off with taking a vote on the new cover picture for our meeting slides. Votes were split pretty evenly with the dad photo winning by one. The group agreed to alternate as both are fitting.

- Our opener was “Happy Spring! Now that the world is getting back to living outdoors again, what do you look forward to participating in with your family?”
 - Ashanti’s looking forward to her new role
 - Kersha looks forward to bringing her kids back with her on vacation
 - Warm weather
 - Planting out seeds in our gardens and seeing them grow
 - Fishing with the kids from Outdoor Explorers program for military families
 - Playdates with the kids
 - Exploring upstate NY
 - Visiting at other people’s housing instead of freezing outside with friends
 - Museums and aquariums
 - David’s son loves fishing with his grandad
 - Evelyn would like to explore her new state of Pennsylvania
 - Kassa has a bachelor party where they will be shooting an invasive species of carp

FAB Check-In

The FAB check-in is an opportunity every meeting for FAB members to say hello to the rest of the group and share anything they wish to about their lives at the moment. Ashanti let the Check-in

- Evelyn is looking forward to spring break
- Ashanti is looking forward to a spring break trip
- Audrey is going to explore a cave
- Diouma is looking forward to working from home, childcare has been difficult and has gotten help from Ruth with a solution on the horizon
- Athenia’s oldest child is turning 13

- From Monique
New: my son sitting up by himself and I'm learning how to roller skate
Good - my daughter is doing good in school my son bout to eat me out of house and home and I'm just staying focused
Difficult - doing a lot by myself with lil help but managing

Mission Statement Review

Evelyn reviewed the UB mission statement.

United for Brownsville is a family-led collaboration transforming the early childhood systems in Brownsville, Brooklyn, so that all young children are able to flourish. Our work starts with families' hopes for their children and their ideas for eradicating systemic inequities in early childhood services. This approach disrupts harmful power dynamics and beliefs rooted in anti-Black racism that prevent Black and Latinx children from lifting off.

FAB Agreements

- The FAB agreements review is a new addition to meeting to refresh rules of the space and the exact format is yet to be decided.
- David asks if any agreements are missing from this list? This question remains open

New and Updates

Previously at UB...

- March FAB : Discussed sensory gym proposal and hosted two interim meetings on engagement and transparency
- April PAT: Discussed childcare challenges in Brownsville and reviewed CPSE data
- Brownsville EI Equity Workgroup met Wednesday for the second time specifically focused on increasing EI referrals that move to evaluation stage

Sensory Gym

- UB shared a FAB Letter of Support for a Sensory Gym with Community Solutions for consideration at Livonia C2 development site.
 - We've since learned that the C2 site is not zoned to have retail space so no commercial businesses can operate there, making it not possible for the sensory gym to be placed there
 - Community Solutions/Brownsville Partnership is still interested in the project for a different location
- Brooklyn Children's Museum Interest
 - BCM has indicated interest in hosting an on-site sensory gym and occupational therapy
 - They could then create satellite/pop-up sites in Brownsville and other areas in central Brooklyn where we have identified OT deserts
 - BCM and UB agreed on having data identifying where sensory gym deserts are and speaking to the unmet needs of children with special needs and how to support it
 - Ongoing exploration of joint funding application and partnership opportunities
 - Discussion
 - Bashirah asks if BCM involvement would make it possible for Livonia C2 site to become a sensory gym. However, the zoning issue still stands.
 - There is a place for the FAB to identify possible sites and get qualitative data about them.
 - There are questions about vaccination status access. Health guidelines will remain consistent with the rest of the BCM.

Parent Corner

- Upcoming dates
 - May 3rd at 7pm
 - May 17th from 7:30 - 8:30pm
 - May 31st at 7pm
- Audrey shared her experience with the parent corner. The group remains a loosely scheduled, casual conversation for parents to vent and discuss

fluidly. They have received great feedback that it has been helpful to dedicate time to speak with other adults.

- Athenia added that RBF participants can also help facilitate and build skills gained during the training during Parent Corner

PARENT CORNER



To whom?

parents who have little ones 0-5 in Brownsville

Date & Time

April 19, 2022
7pm-8pm

OBJECTIVES

- Get to know each other
- Discuss goals for yourself and family
- Play games
- Share resources
- Prayer Partner
- Book Club



TO JOIN, REGISTER IN ADVANCE:
[HTTPS://BIT.LY/PARENTCORNER4](https://bit.ly/parentcorner4)

Events and Meetings

- WNET - April 22nd and May 20th with FAB 1-3pm
- FAB only Meeting - April 29th 1-3pm
- Brooklyn Book Bodega - May 21st
- El Brownsville Town Hall - Moved to May
- Carnegie Hall FAB Project
 - FAB group song creation July 22nd
- Back to School Event - August 20th

Applied Projects Update

- Learning Landscapes in Market
 - Printing will take place soon
- Setting up and Installation, FAB members are invited to volunteer
- Relaunch in Market - early June

WNET Project

- FAB Facilitator training for at least 2 to 4 FAB members to run creative learning workshops
 - Paid opportunity to teach 8 different workshops to community residents
 - WNET will supply materials and food
 - Goal to have at least 10 people participate in the workshops. They may be weekly, bi-weekly, virtual or in person for FAB to decide at the upcoming planning meeting
 - Athenia will share WNET's proposal with FAB
- FAB will facilitate two children activities at already existing FAB events
- Identify and plan visual learning in public spaces
 - Find suitable locations in Brownsville to place visual installations
 - Develop work-plan: what needs to be done and who needs to be involved to get it done

Business from the FAB-only Meeting


- This placeholder space has been created for opportunities for the FAB to present any information resulting from the FAB only meeting they would like to share with the Backbone/Backboard

Kassa's Transition

- Kassa took a moment to discuss his transition away from UB for his new role as Executive Director of the Brownsville Partnership
- Timeline
 - April 4th - Kassa began using $\frac{3}{4}$ time at UB and $\frac{1}{4}$ time at BP
 - Late April/early May - post SCO Deputy Director job description

- May 6 - Kassa's last day with UB
- Sept. 2022 - Anticipated start date of SCO Deputy Director for UB
- Deputy Director for Systems Change (SCO) Job Description
 - Experience in two or more of the following:
 - Early childhood education
 - Quality improvement
 - Child development
 - Community organization
 - Data analysis
 - Facilitation
 - Collective impact or Participatory planning
 - Shares in stakeholder meeting planning/ facilitation
 - Direct participation in/leadership of a portfolio of system change projects
 - Institutional learning/capacity building portfolio for SCO re UB's participatory, racial equity approach (5-10% FTE)
- FAB roles for UB Interviewing
 - Job description review and edits
 - FAB hiring subcommittee
 - How do hiring decisions get made? Who is involved and at what stage?

Transparency

- Ruth shared a link to the proposal document created by the Backbone in response to FAB critiques regarding Transparency within UB and verbally reviewed the document with space for changes by the FAB.
-  UB Transparency Proposals
- Proposals included
 - A FAB only monthly meeting
 - FAB participation in Backbone Tuesday weekly meeting, which has already been implemented
 - Survey in google form instead of zoom and additional questions

- Core value revisitation and transition to a living document and regular discussion of value upholding
- Overall responses were positive
- Agenda Items for FAB Meetings
 - FAB compensation for meetings v. events
 - Term limits for members
 - Discuss possible conflict of interest for members who are both FAB and Backbone
 - How do we (the FAB) go about making decisions? I.e. Majority rules, votes, participation.

Surveys

- Ruth shared the following survey
 - <https://docs.google.com/forms/d/e/1FAIpQLSfFIIxrUPIdeLYKPriKpfVxM59wefbBAldr1ofcuhDS9rPyZQ/viewform>
 - After giving time to complete the survey, the group discussed potential survey changes
 - The reality check was administered early and left open to give members more time to complete it
<https://bit.ly/FAB040722>
- Feedback Notes
 - Make the survey available to edit after the meeting and after submission.
 - Editing after submission may cause a forfeit of anonymity which could be a fair trade off
 - FAB talents/skills need a place to be shared so they can be called upon when useful

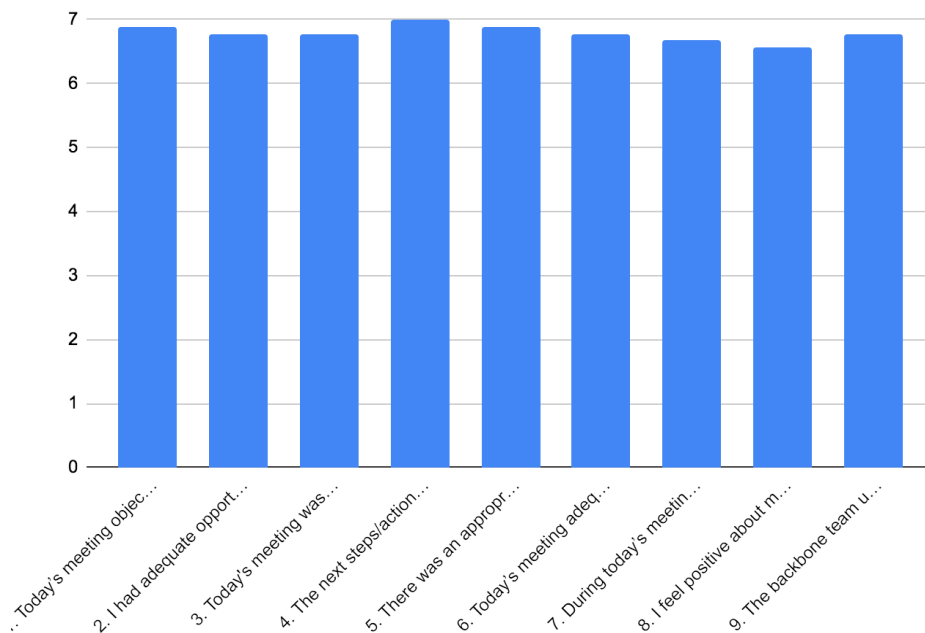
Next Steps

- Adjust Reality Check/Survey Protocol (completed)
 - Open ended, values, share earlier, and leave open longer
- FAB participation in Backbone's Tuesday stakeholder planning meeting
- Launch FAB only meetings
 - April 29th 1-3pm; rolling last Friday of month
 - Agenda items:

- FAB compensation for meetings v. events
 - Term limits for members
 - Discuss possible conflict of interest for members who are both FAB and Backbone
 - How do we (the FAB) go about making decisions? Majority rules, votes, structure etc
 - FAB talents/skills place to share for consideration opportunities
- FAB Hiring Subcommittee

Reality Check

April BackBoard Reality Check - Average ratings



Word Cloud

ashanti athenia **backbone** bcm **brownsville** change
community data director **discuss** early edit events explore
fab facilitate forward group **gym** help identify interest
kassa learning looking **meeting** members
needs **open** opportunities parent **participation** planning
pm possible project **proposals** review roles ruth sco
sensory **share** site space **survey** transparency
ub votes wnet