First 5 San Benito
Family Impact Center

2019-2020 Evaluation and Data Report

OCTOBER 5, 2020
In what ways can we come together to make positive changes in the county during this time of transition?

SHARE YOUR THOUGHTS IN THE CHAT
Our Agenda Today

- Welcome and Overview
- FY 2019-2020 Evaluation
- Community Indicator Data
- Next Steps
First 5 San Benito & Family Impact Center Evaluation

2019-2020
**Theory of Change**

Healthy Children  Engaged Youth and Parents  Supportive Community

- Improved health status
- Improved child and youth education and engagement outcomes
- Increased family stability and protective factors

First 5  FIC Advisory Council  FIC Resource & Referral Working Group

FIC Advisory Council  FIC Resource & Referral Working Group

First 5
## Strategic Framework

<table>
<thead>
<tr>
<th>Result Area</th>
<th>Priority Strategy in 2019-20</th>
<th>Results</th>
<th>Community Indicators</th>
</tr>
</thead>
</table>
| Healthy Children and Strong Start | - Provide quality rating and support for ECE sites/providers  
- Provide education and support for parents | All children have access to quality education  
All children have access to quality and safe environments  
All caregivers have access to parent education and support  
All families have access to parent/infant mental health services | - Well-child visits  
- Dental decay  
- Screenings (ACEs, ASQ, mental health, dental)  
- Access to early learning  
- Early mental health  
- Preschool expulsion  
- Child maltreatment  
- Absenteeism/truancy  
- 3rd grade test scores  
- Graduation rates  
- Juvenile arrests  
- Gang involvement  
- Employment  
- Employment  
- Housing  
- Homelessness  
- Mental health  
- Family violence  
- Calls to 211 |
| Engaged Youth & Parents | - Increase crisis clinicians  
- Increase trainings to providers around trauma informed practice  
- Develop a matrix of available services; cross train providers | All families have access to parent and youth education to support promote family functioning  
All families have access to family strengthening services 24/7, 365 days a year to meet basic needs and reduce school performance issues, family violence, and other social and emotional risk factors | |
| Supportive Community | - Develop a matrix of available resources for screening and referrals in San Benito County  
- Develop a timeline for cross training screening/referral providers on procedures for screening and referral | All residents will have access to comprehensive and coordinated screenings, referrals, resources, and services | |
| Impact Center Infrastructure | - Increase public awareness through social media, billboards; increase public leader support through presentations, etc  
- Use outcomes data as an advocacy tool to increase sustainability and effectiveness  
- Increase services for underrepresented communities  
- Increase fund development  
- Finalize the governance model | Increased support for the Family Impact Center  
All families and children served will have successful outcomes | |
Systems Change, Intervention Pyramid, and Protective Factors

**Protective Factors**

- **Family Functioning/Parental Resilience**
  The ability to manage stress and function when faced with challenges, adversity, and trauma

- **Social Connections**
  Positive relationships that provide emotional, informational, instrumental and spiritual support

- **Knowledge of Parenting and Child Development**
  Understanding child development and knowing strategies to support children’s physical, cognitive, language, and social and emotional development

- **Nurturing and Attachment/Social-Emotional Competence of Children**
  Positive parent-child interactions, including being emotionally responsive to children’s needs, that help children develop social emotional skills

- **Concrete Support**
  Access to basic needs, including food, shelter, and health care

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**Intervention**

- Case Mgt.
- Home Visits
- Parent Ed.

**Prevention**

- Literacy Promotion
- Developmental Playgroups
- New Parent Kits
- Car Seat Safety

**Promotion**

- Coordinated County COVID Response
- Collaboration/Partnerships
- Funding/Sustainability
- Advocacy
- Professional Development
- Public Education
SYSTEMS CHANGE
Emergency Supply Distribution

255,749 meals and essential supplies distributed March-June
<table>
<thead>
<tr>
<th>Emergency Supply Distribution Partners</th>
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<tbody>
<tr>
<td>California Child Abuse Prevention</td>
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<td>California Conservation Corp</td>
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<tr>
<td>CASA</td>
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<tr>
<td>Chamberlains</td>
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<tr>
<td>City of San Juan Bautista</td>
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<tr>
<td>Dr. Darick A. Nordstrom, DDS</td>
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<td>Dr. David Redman, OD</td>
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<tr>
<td>Dr. Marni Friedman, MD</td>
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<td>Emmaus House</td>
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<td>First 5 California</td>
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<tr>
<td>First 5 Association</td>
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<tr>
<td>Go Kids</td>
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<td>Healthy Mothers, Healthy Babies</td>
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<tr>
<td>Local Planning Council</td>
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<tr>
<td>Martha’s Kitchen</td>
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<td>My Father’s House</td>
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<tr>
<td>Ridgemark Women’s Golf Club</td>
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<tr>
<td>Round Table</td>
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<tr>
<td>San Benito Community Action Board</td>
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<tr>
<td>San Benito County Behavioral Health</td>
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<td>San Benito County Board of Supervisors</td>
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<td>San Benito County CAPC</td>
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<td>San Benito County Department of Public Health</td>
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<td>San Benito County Migrant Center</td>
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<tr>
<td>San Benito County Sheriff’s Office</td>
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<td>San Benito Live</td>
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<td>Sunlight Giving Foundation</td>
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<td>The American Red Cross</td>
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<tr>
<td>The Bishop’s Warehouse</td>
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<tr>
<td>The Church of Jesus Christ of Latter Day Saints</td>
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<tr>
<td>The Community Food Bank of San Benito County</td>
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<td>The Community Foundation of San Benito</td>
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<td>The Health Trust</td>
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<tr>
<td>The Manager</td>
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<tr>
<td>United Way of San Benito County</td>
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<tr>
<td>The David &amp; Lucille Packard Foundation</td>
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<tr>
<td>The Monterey Peninsula Foundation</td>
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<tr>
<td>Victim Witness Services – Office of the District Attorney</td>
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</tbody>
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Family Impact Center Collaborative

- Multisector collaborative of to guide the work the Family Impact Center to reduce barriers to system integration (e.g., fragmentation, hierarchy, isolation, and specialization)

- 21 professionals make up the Family Impact Center Advisory Council, representing numerous agencies, including:
  - Emmaus House
  - Healthy Mothers, Healthy Babies Coalition
  - Hollister School District
  - San Benito County Sheriff’s Office
  - San Benito Behavioral Health Services Agency
  - San Benito County Human Services Department
  - San Benito County Migrant Center
  - San Benito County United Way

- Nearly half of families connected to the Impact Center from another agency
Family Impact Center Collaborative has identified and secured additional funding for services and supports for San Benito County providers and families.

New funds were made possible with the cross-sector collaboration of Impact Center partners.
As tobacco tax revenues decline, First 5 San Benito has diversified its revenue sources and sought opportunities to partner with other agencies to meet the needs of children and families in more cost-effective, sustainable ways.
Positive Parenting Awareness Month

- First 5 San Benito and its partners succeeded in petitioning the state and county to name January 2020 Positive Parenting Awareness Month
Early Childhood Advocacy Network 2019-20 Highlights

▪ First 5 is an integral partner in Tri-County Central Coast Early Childhood Advocacy Network

▪ 47 individuals participated in a storytelling workshop to give parent leaders a space to share their stories

▪ 55 individuals attended the Parent Power Summit, which built the capacity of parent leaders to advocate for children

▪ 25 individuals attended the virtual COVID Advocacy Briefing around COVID-19 emergency legislation affecting children and families

▪ 4 Virtual Legislative visits with state legislators; there were 22 meeting participants, and 8 parent leaders shared their stories

▪ 2 advocacy letters were sent to state legislators to advocate for addressing challenges caused by the COVID-19 pandemic
Educating Professionals and the Public

Developmental/mental health screening training
- 21 professionals attended

Talk, Read, Sing
- 10 early care and education providers supported

Anti-vaping billboard
- 96% said messages, developed in partnership with public health, were impactful

Comments from Developmental/Mental Health Training Participants

- “Thank you for providing this information – much-needed in our community.”
- “Hugely valuable training! What a gift to the community.”
- “Everything was great, from the space and presentation to the detail of the information given.”
PARTICIPANT CHARACTERISTICS
PROMOTION SERVICES
Characteristics of Participating Children

- **59%** are boys.
- **23%** are under 3-5 years old.
- **27%** are 3-5 years old.
- **50%** are 6 years or older.
- **13%** have special needs.

**Race/ethnicity distribution:**
- **Hispanic/Latino:** 66%
- **White:** 22%
- **Multiracial:** 7%
- **Other:** 6%

**Language:**
- **21%** of families spoke Spanish as their preferred language.

Referral Source

- Nearly half of families connected to the Impact Center from another agency

- Agencies included:
  - HHS/CPS
  - Library
  - County Office of Education
  - Community Solutions
  - Hazel Hawkins

Families' Concerns

Concerns about substance use
Issues or problems with spouse/partner
Little interest or pleasure in doing things
Health or health care issues
Feeling down, depressed, or hopeless
Affording healthy food
Children's behavior
Affording rent or housing costs

## Top Referrals Needed

<table>
<thead>
<tr>
<th>Service</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classes on parenting and child development</td>
<td>39%</td>
</tr>
<tr>
<td>Support for managing your child's challenging behaviors</td>
<td>28%</td>
</tr>
<tr>
<td>Resources to help you/ your child get ready for kindergarten</td>
<td>28%</td>
</tr>
<tr>
<td>Programs to help your child learn early reading skills</td>
<td>28%</td>
</tr>
<tr>
<td>Support for your child's emotional or behavioral issues</td>
<td>19%</td>
</tr>
<tr>
<td>Family counseling</td>
<td>17%</td>
</tr>
<tr>
<td>Physical recreation for your child</td>
<td>17%</td>
</tr>
<tr>
<td>Support for your child who has special needs</td>
<td>17%</td>
</tr>
<tr>
<td>Help for managing anxiety, stress, or depression</td>
<td>16%</td>
</tr>
<tr>
<td>Occasional child care to run errands, parents time out</td>
<td>14%</td>
</tr>
<tr>
<td>Social connections to other parents</td>
<td>13%</td>
</tr>
<tr>
<td>Dental, hearing, or vision screening</td>
<td>13%</td>
</tr>
<tr>
<td>CPS/child welfare</td>
<td>11%</td>
</tr>
<tr>
<td>Divorce, custody, or other family law support</td>
<td>11%</td>
</tr>
<tr>
<td>Housing</td>
<td>11%</td>
</tr>
<tr>
<td>Regular child care in center or family child care home</td>
<td>11%</td>
</tr>
</tbody>
</table>
Car Seats & New Parent Kits

KEY DATA POINTS

22 car seats checked, 20 new car seats distributed

447 New Parent Kits delivered

CONTINUUM OF CARE

Prevention

Promotion

Intervention
PREVENTION SERVICES
PERCENT OF PARENTS WHO REPORTED POSITIVE READING BEHAVIORS

- Read at least 30 minutes: 32%
- Family had a book routine: 59%
- Child enjoys books much or very much (3-4 out of 4): 66%

### Story Time

#### PERCENT OF PARENTS WHO REPORTED BENEFITS FROM STORY TIME

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child interacted with other children his/her age</td>
<td>93%</td>
</tr>
<tr>
<td>Met other parents they can relate to</td>
<td>97%</td>
</tr>
<tr>
<td>Got ideas about making reading fun</td>
<td>99%</td>
</tr>
<tr>
<td>Got ideas about other fun things to do w/ kids</td>
<td>99%</td>
</tr>
</tbody>
</table>

#### CONTINUUM OF CARE

- **Intervention**
- **Prevention**
- **Promotion**

Source: Story Time Survey 2018-19 N=308. Note: Data reflect percent who marked "True" or "Very True" for each statement.
Play Groups

The Jerez Family

I think we have been part of POP and WOW for a couple of years now. My kids love it. My daughter has gotten so much out of the programs. Staff are great with her and the whole team just has a heart for connecting with kids and families. I have one child that has a learning difference. Programs here at First 5 have helped us figure out how to manage it. These programs mean so much to my family. We have been so lucky to have our kids grow up in them.
INTERVENTION SERVICES
### Programs and Participation

<table>
<thead>
<tr>
<th>Program</th>
<th>Dosage</th>
<th>Total Participants Served</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GROUP CLASSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Positive Discipline</td>
<td>8 Sessions</td>
<td>11 parents</td>
</tr>
<tr>
<td>Triple P Group</td>
<td>8 Sessions</td>
<td>12 parents</td>
</tr>
<tr>
<td>Family Strengthening</td>
<td>4 Sessions</td>
<td>6 parents, 9 youth</td>
</tr>
<tr>
<td><strong>ONE-ON-ONE INTERVENTIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Home visiting</td>
<td>1x/week</td>
<td>36 families</td>
</tr>
<tr>
<td>Case management</td>
<td>1x/week</td>
<td>33 families</td>
</tr>
<tr>
<td>Triple P Individual</td>
<td>8 Sessions</td>
<td>18 parents</td>
</tr>
</tbody>
</table>

### Continuum of Care

- **Intervention**
- **Prevention**
- **Promotion**
Concrete Support, Parenting Knowledge, Social Connections, Resilience

CHANGE IN SOCIAL CONNECTIONS, FAMILY FUNCTIONING, CONCRETE SUPPORT, KNOWLEDGE OF PARENTING FROM INTAKE TO EXIT

Source: Family Intake and Exit Form (Social Connections, Family Functioning/Parental Resilience, and Concrete Support) and SFP (Knowledge of Parenting) 2019-20. N=49. ***Statistically significant, p<.001. Note: SFP survey was a retrospective pre-post survey.
Nurturing & Attachment

LEVEL OF NURTURING & ATTACHMENT/SOCIAL-EMOTIONAL COMPETENCE OF CHILDREN OF PARTICIPANTS COMPARED TO THE AVERAGE PARENT

Average parent  Intervention participants

Nurturing & Attachment / SE Competence

Ave Level of Protective Factors

Change in Family Activity Engagement

<table>
<thead>
<tr>
<th>Activity</th>
<th>Pre</th>
<th>Post</th>
</tr>
</thead>
<tbody>
<tr>
<td>Read 3+ times/wk</td>
<td>61%</td>
<td>71%</td>
</tr>
<tr>
<td>Sang/told stories 3+ times/wk</td>
<td>76%</td>
<td>88%</td>
</tr>
</tbody>
</table>

Percent of Parents Who Say the Program Helped Them

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helped me with the challenges I face as a parent</td>
<td>100%</td>
</tr>
<tr>
<td>Helped me learn parenting skills</td>
<td>100%</td>
</tr>
<tr>
<td>Improved my relationship with my child</td>
<td>96%</td>
</tr>
<tr>
<td>Helped me learn skills to use with child's other parent/caregiver</td>
<td>96%</td>
</tr>
<tr>
<td>Answered questions/concerns I had about parenting</td>
<td>96%</td>
</tr>
</tbody>
</table>

In their own words...

▪ "The program helped me understand my children better."

▪ "Having someone checking in on us weekly made us feel not alone during this time."

▪ "During these difficult times, First 5 has helped me stay calm, because I know if I need something, I can reach out to them and they will do everything they can."

▪ "Everything about the program was helpful. I learned a lot of techniques on how to help my child."

▪ "It was fun to do something together with my child. I have learned that socializing is important for my child."

▪ "This program helped me understand my child’s needs according to their age."
## Programs Supported

### Protective Factors

<table>
<thead>
<tr>
<th>Protective Factor</th>
<th>Programs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improved Family Functioning/Parental Resilience</td>
<td>Case management, home visiting, parent education</td>
</tr>
<tr>
<td>Improved Social Connections</td>
<td>Case management, home visiting, parent education, play groups</td>
</tr>
<tr>
<td>Improved Knowledge of Parenting and Child Development</td>
<td>Case management, home visiting, parent education, Raising a Reader, Story Time, play groups, new parent kits, car seat safety</td>
</tr>
<tr>
<td>Improved Nurturing and Attachment</td>
<td>Case management, home visiting, parent education, Raising a Reader, Story Time, play groups</td>
</tr>
<tr>
<td>Improved Concrete Support</td>
<td>Case management, home visiting, emergency supply distribution</td>
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</table>
Questions?
# Strategic Framework

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<th>Community Indicators</th>
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<tr>
<td><strong>Healthy Children and Strong Start</strong></td>
<td>PROVIDE QUALITY RATING AND SUPPORT FOR ECE SITES/ PROVIDERS</td>
<td>ALL CHILDREN HAVE ACCESS TO QUALITY EDUCATION</td>
<td>WELL-CHILD VISITS</td>
</tr>
<tr>
<td></td>
<td>PROVIDE EDUCATION AND SUPPORT FOR PARENTS</td>
<td>ALL CHILDREN HAVE ACCESS TO QUALITY AND SAFE ENVIRONMENTS</td>
<td>DENTAL DECAY</td>
</tr>
<tr>
<td></td>
<td>INCREASE CRISIS CLINICIANS</td>
<td>ALL CHILDREN HAVE ACCESS TO PARENT EDUCATION AND SUPPORT</td>
<td>SCREENINGS (ACEs, ASQ, MENTAL HEALTH, DENTAL)</td>
</tr>
<tr>
<td></td>
<td>INCREASE TRAININGS TO PROVIDERS AROUND TRAUMA INFORMED PRACTICE</td>
<td>ALL CAREGIVERS HAVE ACCESS TO PARENT EDUCATION AND SUPPORT</td>
<td>ACCESS TO EARLY LEARNING</td>
</tr>
<tr>
<td></td>
<td>DEVELOP A MATRIX OF AVAILABLE SERVICES; CROSS TRAIN PROVIDERS</td>
<td>ALL FAMILIES HAVE ACCESS TO PARENT/INFANT MENTAL HEALTH SERVICES</td>
<td>EARLY MENTAL HEALTH</td>
</tr>
<tr>
<td><strong>Engaged Youth &amp; Parents</strong></td>
<td>DEVELOP A MATRIX OF AVAILABLE RESOURCES FOR SCREENING AND REFERRALS IN SAN BENITO COUNTY</td>
<td>ALL FAMILIES HAVE ACCESS TO PARENT AND YOUTH EDUCATION TO SUPPORT PROMOTE FAMILY FUNCTIONING</td>
<td>PRESCHOOL EXPULSION</td>
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<td></td>
<td>DEVELOP A TIMELINE FOR CROSS TRAINING SCREENING/REFERRAL PROVIDERS ON PROCEDURES FOR SCREENING AND REFERRAL</td>
<td>ALL FAMILIES HAVE ACCESS TO FAMILY STRENGTHENING SERVICES 24/7, 365 DAYS A YEAR TO MEET BASIC NEEDS AND REDUCE SCHOOL PERFORMANCE ISSUES, FAMILY VIOLENCE, AND OTHER SOCIAL AND EMOTIONAL RISK FACTORS</td>
<td>CHILD MALTREATMENT</td>
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<tr>
<td><strong>Supportive Community</strong></td>
<td>INCOREASE PUBLIC AWARENESS THROUGH SOCIAL MEDIA, BILLBOARDS; INCREASE PUBLIC LEADER SUPPORT THROUGH PRESENTATIONS, ETC</td>
<td>ALL RESIDENTS WILL HAVE ACCESS TO COMPREHENSIVE AND COORDINATED SCREENINGS, REFERRALS, RESOURCES, AND SERVICES</td>
<td>ABSENTEEISM/ TRUANCY</td>
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<td></td>
<td>USE OUTCOMES DATA AS AN ADVOCACY TOOL TO INCREASE SUSTAINABILITY AND EFFECTIVENESS</td>
<td></td>
<td>3RD GRADE TEST SCORES</td>
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<td></td>
<td>INCREASE SERVICES FOR UNDERREPRESENTED COMMUNITIES</td>
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<td>GRADUATION RATES</td>
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<td></td>
<td>INCREASE FUND DEVELOPMENT</td>
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<td>JUVENILE ARRESTS</td>
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<td></td>
<td>FINALIZE THE GOVERNANCE MODEL</td>
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<td>GANG INVOLVEMENT</td>
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<td><strong>Impact Center Infrastructure</strong></td>
<td></td>
<td>INCREASED SUPPORT FOR THE FAMILY IMPACT CENTER</td>
<td>EMPLOYMENT</td>
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<td></td>
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<td>ALL FAMILIES AND CHILDREN SERVED WILL HAVE SUCCESSFUL OUTCOMES</td>
<td>HOUSING</td>
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<td>HOMELESSNESS</td>
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<td>MENTAL HEALTH</td>
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<td>FAMILY VIOLENCE</td>
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<td>CALLS TO 211</td>
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Top Needs Reported by Impact Center Families

1. Classes on parenting, child development, and managing child behavior
2. Kindergarten readiness resources and support, including early literacy and socio-emotional issues
3. Family counseling and support / mental health care
4. Physical recreation opportunities for the child
5. Support for child’s special needs
6. Child care
7. Social connections to other parents
8. Health and dental screenings
9. CPS/child welfare and divorce, custody, or other family law support
10. Paying for housing
Availability of Licensed Care

Percent of Children 0-12 Years Old with Parents in Labor Force for Whom Licensed Child Care is Available

- Monterey & San Benito, CA
- CA

Source: California Child Care Portfolio
Chronic Absenteeism

Percent of Students Chronically Absent

Source: California Department of Education, DataQuest
Third Grade Reading

Percent of Third Graders Meeting or Exceeding Standards in Language Arts/Literacy

Source: California Assessment of Student Performance and Progress (CAASPP)
Special Needs

Special Education Enrollment

Source: CDE
Well-Child Visits

Percent of Children on Medi-Cal Attending Well-Child Visits

- 2016: 64%
- 2017: 66%
- 2018: 71%
- 2019: 74%

San Benito CA

Source: HEDIS Aggregate Annual Reports.
Note: Reporting years show data from the previous calendar year.
Percent of Kindergartners with All Required Immunizations

Source: CDPH
Percent of Kindergartners with Oral Decay, 2019

Source: Kindergarten Oral Health Assessment data from Jennifer Frusetta, RDH, San Benito County KOHA assessor
Note: Data from prior years unavailable; 622 children assessed
Adverse Childhood Experiences

Percent of Children with Adverse Experiences (Parent Report), 2016-18

Monterey and San Benito: 42%
CA: 38%

Source: Population Reference Bureau, analysis of data from the National Survey of Children's Health and the American Community Survey, as cited on kidsdata.org
Mental Health Hospitalization Rate per 1,000 Children and Youth (Ages 5-19)

Source: California Office of Statewide Health Planning and Development, as cited on Kids Data
Note: Number of hospital discharges for mental health issues per 1,000 children and youth ages 5-19, by age group.
Family Violence

Calls for Domestic Violence, Rate per 1,000 Adults

Source: California Department of Justice, as cited in Kids Data
Juvenile Misdemeanor Arrests

Juvenile Misdemeanor Arrest Rate per 1,000 Children, Ages 10-17

Source: California Department of Justice

2015
2016
2017
2018

23.4
17.5
17.0
8.0

10.1
8.6
7.16
5.8

San Benito
CA
Gang Involvement

Percent of 9th Grade Students Reporting Gang Involvement

Source: California Healthy Kids Survey, as cited in Kids Data.
Note: Data for 7th grade students in San Benito suppressed for all reporting years.
Substantiated Maltreatment Allegation Rate per 1,000 Children, Ages 0-5

2015: San Benito - 4.8, CA - 12
2016: San Benito - 4.6, CA - 11.3
2017: San Benito - 6.4, CA - 10.9
2018: San Benito - 6.5, CA - 10.6

Source: California Child Welfare Indicators Project
Food Insecurity

Percent of Children Living in Food Insecure Households

Source: Feeding America
Housing Cost Burden

Percent of Residents with High Housing Cost Burden

Source: U.S. Census, American Community Survey
Note: High housing cost burden defined as spending at least 30% of household income on housing
Calls to 211

Top Caller Needs

- Health Care
- Mental Health/Addictions
- Income Support/Assistance
- Legal Consumer and Public Safety Services
- Housing

Source: United Way of San Benito County
Note: 358 calls, 497 needs in 18-19; 400 calls, 470 referrals in 19-20
Questions?
FY 2020.21 Family Impact Center Collaborative Highlights

- New Grants
  - ACES Aware: *Share Resiliency San Benito*
  - First 5 CA Home Visiting Coordination
  - Family Impact Center Community Kitchen & Pantry

- Upcoming Events
  - Strategic Planning with First 5 Commission & Family Impact Center Collaborative, facilitated by Nicole Young, MSW, Optimal Solutions
  - Unconscious Bias & Cultural Humility training with Dr. Barbara Stroud
Next Steps

- Family Impact Center Collaborative Lunch Meeting
  **November 5, 2020 @ 12PM**

- Agenda: *Planning for FY 2020.21*
  - Work Plan
  - Evaluation Plan
  - FICAC - MOU
THANK YOU TO OUR PARTNERS!