

# AB 1111

*Breaking Barriers to Employment Initiative*

## **Peer Learning Community**

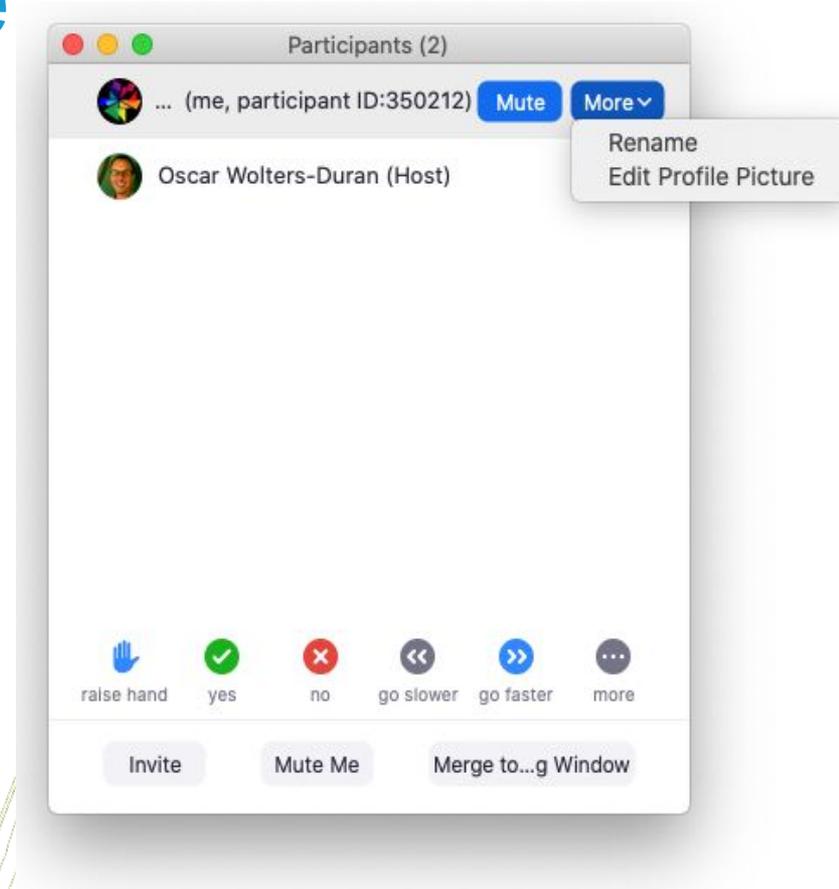
**A Monthly Systems Building  
Convening**

*January 26, 2021, 10:00 AM to 11:00 AM*



# ✂️ How to Rename

- Open the participant panel by clicking “Participants”
- Hover your cursor over your name in the participant panel.
- Choose “More” and then “Rename”
- Add the name of your organization after your name (e.g. Oscar - Pathways Consultants)
- If you don't want to join breakout groups today, add an \* BEFORE your name.



# Today's Focal Question

Review PolicyLink's Principles for Equitable Recovery. What does it mean in practice to "*Put People First?*"

# Warm Up Question

What have been some successes or challenges you've faced in implementing your AB1111 projects?

# Our Guests



Sybil Grant, Senior Associate

**PolicyLink**



Jefferey Wallace, President & CEO

 **LeadersUp**  
The Future at Work

**AB1111**

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# Principles for an Equitable Recovery

## **Put People First**

California's people are struggling. Displaced workers aren't sure how they will pay the rent or put food on the table. And frontline workers, the majority of whom are underpaid women and people of color, are putting their lives on the line without the support they need to be safe and healthy.

## **Explicitly Address Racial and Ethnic Discrimination and Disparities**

The racial disparities in COVID-19 deaths are not a coincidence, but a result of structural inequalities and policy choices. California's true potential will be unlocked through recovery strategies and practices that are conscious of racial realities.

## **Expand Opportunity in Places Facing Extreme Poverty and Inequality**

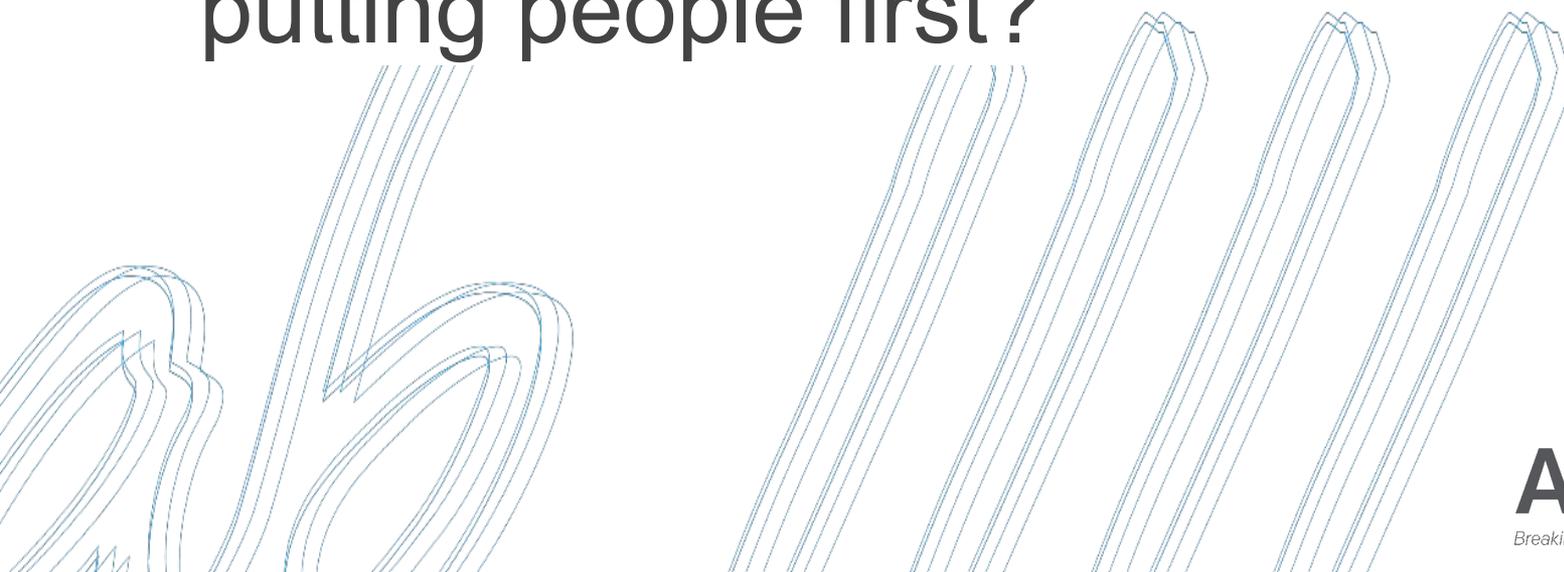
The stark disparities in coronavirus infection and death rates for people of color can be mapped to the combination of race, poverty and place. Recovery strategies can bring opportunities to the places of concentrated poverty that need them most in both rural and urban areas.

## **Prioritize Shared Prosperity and Economic Inclusion**

COVID-19 recovery efforts can serve as a path to prosperity for historically disadvantaged small business owners of color who face barriers, as well as workers who remain in poverty despite working and who experience obstacles to advancement, but this only happens when we focus on quality jobs.

# Breakout Group Discussion

1. How has the Equity Principle of “*Putting people first*” lived in your organization?
2. What has been challenging about putting people first?



# How has the Equity Principle of “Putting People First” lived in your organization?

## What has been challenging about putting people first?

Tying in human resources and reach goals of AB1111

People first this year is putting safety first. How to help & run regular programming during pandemic?

People first is most important. Admin tasks can be challenging. Building rapport vs. completing paperwork.

Training challenges, getting participants connected to resources they need. Transition to virtual.

Building individuals up to meet their full potential. Job seekers are GOLD. we are always putting people first

Providing excellent customer service when assisting an individuals. Attempting to do a holistic approach when assisting clients.

Meeting people where they are. Communication thru text msg now to contact participants.

Meeting participants where they are at. Obtaining new partnerships, trainings, helping participants to become stabilize.

Always giving something so they are not leaving empty handed.

Caminar puts people first by teaching them life skills and we are a no inclusion program. We teach them skills and independency for the future

Challenges include the need for technology and internet especially youth in rural areas

# How has the Equity Principle of “Putting People First” lived in your organization?

## What has been challenging about putting people first?

-focus on youth interest--by youth, for youth (arts, podcast)

- Soft skill training--how to help participants advocate for themselves....  
Train employers

- Engage them through their goals

-meet needs first (transportation, food, tutoring-family)

-approach as individuals, trauma informed  
-help find own identity---focused on their skills / talents

- Docusign

-challenge: COVID, keeping engagement up...calling, text, emails...constant communication

**AB1111**

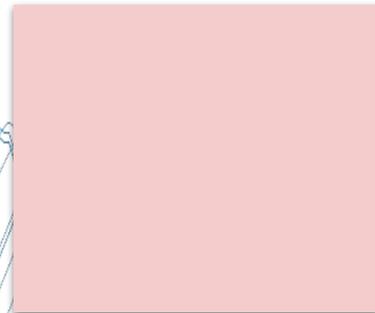
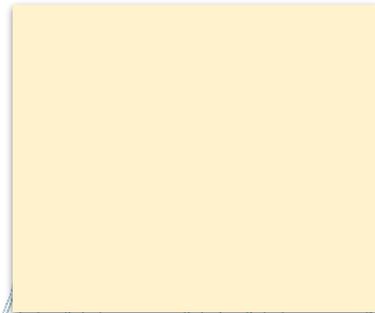
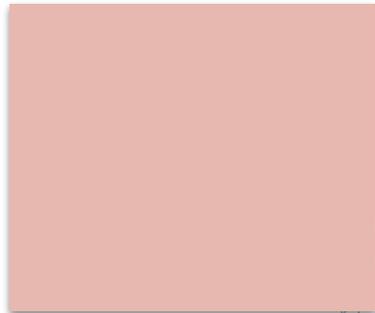
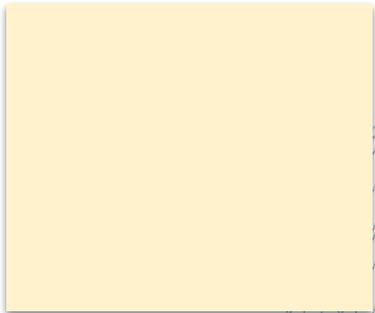
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# How has the Equity Principle of “Putting People First” lived in your organization?

## What has been challenging about putting people first?



At IVROP, we are receiving training on “working with Vulnerable Populations” Using “icebreakers” to get to know the individuals we are working with



# How has the Equity Principle of “Putting People First” lived in your organization?

## What has been challenging about putting people first?

To understand the ‘why,’ they must know the purpose of their work.

Be kind, patient, understanding and persistent.

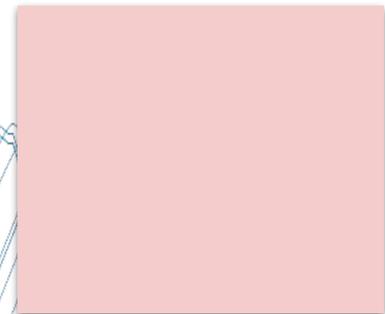
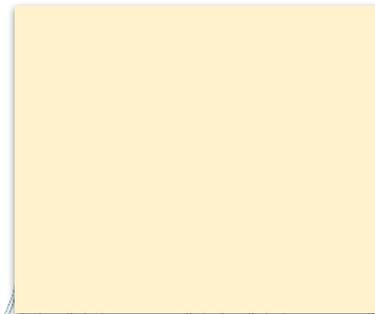
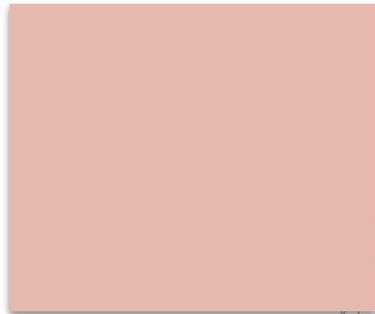
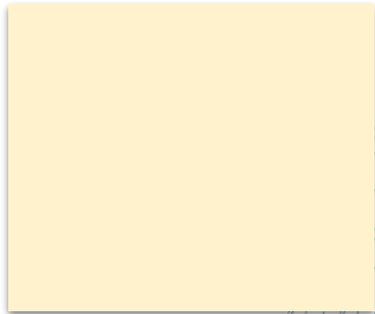
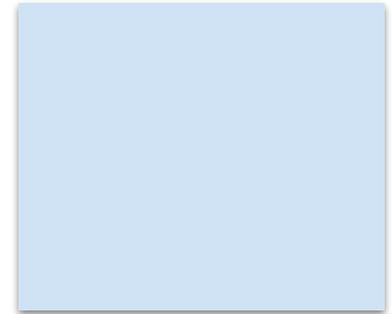
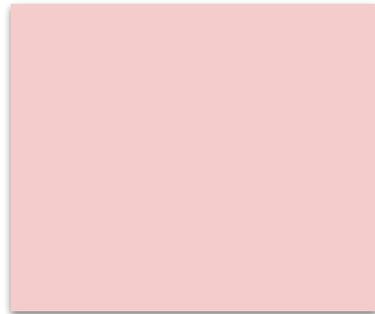
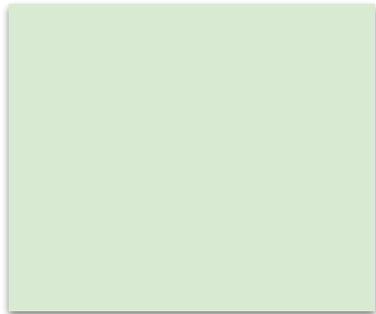
Develop career goals based on based dreams--short-term and long-term goal settings.

Challenges: Lots of agencies with competing with different outcomes: clinics, housing services, legal services, & therapists.

I believe putting people first is getting to know their needs/goals listen to their needs/goals and help them as best as you can providing the necessary services to meet those needs/goals.

**How has the Equity Principle of “Putting People First”  
lived in your organization?**

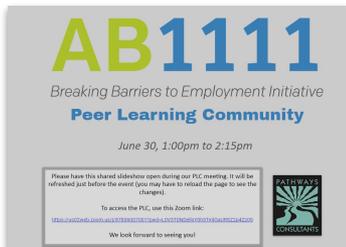
**What has been challenging about putting people first?**



# What's Next?



Next Meeting: AB1111 Community of Practice Coordination and Collaboration to Address Inequities in Our Communities  
February 23, 2021, 10 a.m. – 11:00 a.m.



This document is yours to keep. We'll post the link to the slideshow in the chat.

<https://docs.google.com/presentation/d/1EAsvv40-Yg5JIZLS3m06pWjRgKdomaix8cFwNT6rQeo/copy>



Chat-What is one thing you learned or appreciate about today? Please help us improve this PLC! Please open the link posted in the chat and take a few minutes to complete the survey.