



Council on Child  
Safety and  
Family Empowerment

**GOVERNOR DUCEY'S OFFICE OF YOUTH, FAITH AND FAMILY**  
**COUNCIL ON CHILD SAFETY AND FAMILY EMPOWERMENT**

**Meeting Minutes DRAFT**

**September 13, 2018**

**10:00 AM**

**Governor's 2<sup>nd</sup> Floor Conference Room**

**1700 West Washington Street, Phoenix, AZ 85007**

A general meeting of the Council on Child Safety and Family Empowerment was convened on September 18, 2018 at the Governor's 2<sup>nd</sup> Floor Conference Room, 1700 West Washington Street, Phoenix, Arizona 85007, notice having been duly given.

<b>Members Present (18)</b>	
<b>Angela Ducey</b> , Chair, First Lady of Arizona	
<b>Kathryn A. Pidgeon</b> , Co-Chair, Adoption Attorney	
<b>Berisha Black</b> , Director, Arizona Foster Care Initiatives	
<b>Janet L. Garcia</b> , Arizona Senior Director, Casey Family Programs	
<b>Jay A. Cory</b> , President and CEO, Phoenix Rescue Mission	
<b>Greg McKay</b> , Director, AZ Department of Child Safety	
<b>Obed Escobar</b> , Regional Director, Alliance Defending Freedom	
<b>Vicki Mayo</b> , Founder and CEO, The Touchpoint Solution	
<b>Colleen McNally</b> , Presiding Juvenile Court Judge Maricopa County, Retired	
<b>Terry M. Crist</b> , Pastor, Hillsong Phoenix	
<b>Roy T. Dawson</b> , Director, Arizona Center for African American Resources	
<b>Mark Upton</b> , President and CEO, Christian Family Care	
<b>Richard Yarbough</b> , Executive Director, Pilgrim Rest Foundation	
<b>Andrea Stuart</b> , Executive V.P. Staff Services & Care, Arizona Baptist Children's Association	
<b>Marcia Stanton</b> , Senior Injury Prevention Specialist, PCH	
<b>Julie K. O'Dell</b> , Statewide Adoption Director, DCS	
<b>Torrie Taj</b> , CEO, Child Crisis Arizona	
<b>Molly Dunn</b> , Director, FosterEd Arizona	
<b>Kate Brophy McGee</b> , Arizona State Senator	
<b>Darlene Newsom</b> , CEO, UMOM New Day Centers	
<b>Members Absent (8)</b>	<b>Staff/Guest Present (11)</b>
<b>Leslie Y. Reprogle</b> , Founder, Agape Adoption Agency Arizona	<b>Maria Fuentes</b> , Governor's Office of Youth, Faith and Family
<b>George Michael Khalaf,</b> CEO, UMOM New Day Centers	<b>Malcolm Hightower</b> , Governor's Office of Youth, Faith and Family
<b>Lorrie Henderson</b> , State Director, AZ 1.27	<b>Melisha Bryant</b> , Governor's Office of Youth, Faith and Family
<b>James D. Molina</b> , Director, Step up Arizona	<b>Wendi Malmgren</b> , Governor's Office of Youth, Faith and Family
<b>Paul S. Mulligan</b> , President and CEO, Catholic Charities	<b>Leona Morales</b> , Governor's Office of Youth, Faith and Family
<b>Jeffrey James Taylor</b> , Chair, Salvation Army Advisory Board	<b>Sue Micetic</b> , Governor's Office of Youth, Faith and Family
<b>Warren H. Stewart Jr.</b> , Pastor, Church of the Remnant	<b>Lindsey Shine</b> , Guest
<b>Zora Manjencich</b> , Assistant Chief Counsel, Attorney General	<b>Karen Kline</b> , Guest
	<b>Robin Pearson</b> , Guest

	<b>Momi Howard</b> , Guest
	<b>Penny Allee Taylor</b> , Guest

### **1. Call to Order**

Ms. Kathryn Pidgeon, Co-Chair, called the Council on Child Safety and Family Empowerment meeting to order at 10:12 AM with eighteen members present and nine members absent.

### **2. Opening Remarks by Chair**

Mrs. Angela Ducey, Chair, welcomed all back from summer. Mrs. Ducey introduced new members: Senator Kate Brophy McGee; Molly Dunn, Director of FosterEd Arizona; and Obed Escobar Regional Director Defense Alliance shared their bios and accomplishments. Mrs. Ducey briefly spoke about the upcoming ACEs Summit.

### **3. Introduction of Council Members**

Mrs. Ducey asked members to introduce themselves. Each member of the Council introduced themselves.

### **4. Approval of Minutes**

Ms. Pidgeon requested a motion to approve the minutes from the May 10, 2018 Council meeting. Mr. Terry Crist moved to approve the minutes as drafted. Mrs. Vicki Mayo seconded. The motion passed with unanimous vote.

### **5. Approval of CSFE Annual Report for 2017-18**

Mrs. Ducey asked members to review annual report and offer any feedback. Ms. Janet Garcia motioned to accept the annual report as is and Mr. Richard Yarbough seconded the motion. The motion passed with no dissenting votes. Kate McGee opted to refrain vote due to just joining council. Mrs. Ducey obliged.

### **6. Special Recognition**

Mrs. Ducey recognized council member, Janet Garcia, AZ Senior Director of Family Programs of Casey Family for her years of service to children and families in Arizona. Mrs. Ducey shared Ms. Garcia's accomplishments and presented her with a certificate of appreciation.

### **7. Safety Science and short film, "Secret Super Heroes"**

Mrs. Pidgeon introduced Ms. Casey Melsek. Ms. Melsek presented on DCS safety science. She stated that safety science was based in aviation and that NASA and nuclear power plants use the concept. she informed the Council that safety science helps with looking at complex systems and with the understanding that when staff make decisions they have reasons for why they make decisions. She continued to say that DCS is transitioning to a culture of safety in order to better support staff and coach staff in their decision making. This will change how the agency responds to critical incidents. Ms. Melsek reviewed data on caseload and safe children and out of home care, noting that improvements have been made to reduce the number of children in care. She mentioned that the agency discovered that many staff were making decisions based on fear. The agency is looking to mitigate unnecessary removal and ensure children who need to be removed are removed. Since 2015, DCS's goal is to make the child the focus, to support and not judge staff for their decisions, and to have parallel support for families impacted by staff's decision. The new Arizona Management System is helping the agency to establish a culture of safety. Ms. Melsek emphasized that staff make life and death decisions daily and the agency's priority is to enable staff to tell what barriers they encounter in order to help them improve decision-making and identifying whether the problems are with policy or practice. She discussed the difference between changing performance and behavior versus changing the process. She mentioned that it is the process that influences decisions and that is where the barriers usually are. Ms. Melsek reviewed DCS's critical incident process and one step in the process is human factors debriefing. The human factors debriefing is a voluntary debriefing for all who are involved in a case that resulted in a critical incident. Staff are interviewed in non-judgmental way and have no fear of punitive consequences. Staff may choose not to answer questions and their responses are kept confidential. Ms. Melsek also reviewed the peer support program within culture of safety. She stated that this program was adopted upon recognizing that DCS staff experience stress and

trauma and burn out due to nature of their job. There is peer support on every level of the organization and the team contacts employees after a critical incident. She commented that the staff have been contacting the peer support team on their own, which shows the need for the program. Ms. Melsek discussed communication in a culture of safety. She mentioned that news media and social media impacts staff and their confidence in performing their jobs, especially negatively charged reports. DCS is remedying this by proactively changing the narrative when possible, and acknowledging the agency's previous ways of managing critical incidents while highlighting the outcomes of the current culture of safety response. Ms. Melsek used examples of some public critical incidents. She noted how Director McKay publicly shows support for staff and acknowledges their trauma as well. She mentioned that DCS communication in a culture of safety includes transparency with media, providing context and reasons for decisions. She briefly commented that the victim services unit and its work are revolutionary. Ms. Melsek concluded her presentation by showing DCS's new recruitment video.

- Mrs. Ducey thanked Ms. Melsek for her presentation and commented on her first time seeing video and safety science presentation during the summer. Mrs. Ducey stated she was grateful to see the work DCS does and looks forward to opportunities to support. Mrs. Ducey opened the floor for questions. There were no questions.

## **8. Cradle To Crayons**

Mrs. Ducey introduced Ms. Nicole Roskens, a therapist and Clinical Director from Cradle to Crayons (C2C) and Dr. Judy Krysik. Ms. Roskens shared the history of C2C and its work with young kids in care. She noted that it began with the juvenile court researching programs in Miami-Dade and Tulane, having convos with community stakeholders. In 2011 C2C was established. C2C is used within the juvenile court and members. The program is run out of two facilities: Durango and Mesa and is modeled after 0-3 safe babies court teams. Ms. Roskens explained why the program focuses on infant and toddlers in care. She noted that research reveals that infants and toddlers are most likely to be victims of abuse and neglect, more likely to stay in care longer, are less likely to reunite and make up the largest population in care in AZ. She added that the ACEs study showed early trauma and disruption in attachment impacts brain development, which leads to lifelong behavioral, health, and emotional problems. C2C approach is a collaboration between family treatment court, judicial leadership, community coordinator, and active court team (stakeholders from multiple systems) focused on one big picture - identify barriers and resolutions. C2C child welfare centers provide services for children and families in family treatment court. They offer clinical services, parents for parents peer support; co-located Terros, DCS Units, and CASA office. C2C's goal is to heal the whole family and improve access to care and multiple services available. They are working on changing the value of birth parents by treating them with respect and dignity and creating a culture of shared parenting. C2C's priority is understanding unique needs of young children in care, how they experience and express trauma, symptoms and how to effectively intervene. Ms. Roskens concluded her portion of the presentation and Dr. Judy Krysik continued. Dr. Krysik presented on the evaluation conducted by ASU and C2C to evaluate outcomes of program. Based on the results, C2C's programming helped to decrease removal rates, increase number of children placed in permanency. The programming comes from a system-wide approach where the court holds more frequent hearings and order more services and increase visitation. As a result, the rate of children and parents who are reunified within 12 months increased with less re-reports. Also re-entry within 12 months post reunification decreased. Dr. Krysik mentioned this is the first year they have been able to look at the outcomes of the clinical services. She stated that families are referred for clinical services, but there are not enough services and so parents are placed on a waiting list. The results also revealed that C2C services correlated with 57.7% parents who received services reunified versus 26.2 parents without services. She noted that 60% of families whose children who were adopted out did not receive services. Dr. Krysik concluded her presentation.

- Mrs. Ducey thanks Ms. Roskens and Dr. Krysik. Mrs. discussed her experience when she toured C2C and recalled a question about child safety bill and how it would impact the work of C2C. Director McKay and Judge McNally confirmed that C2C was in compliance with the bill prior to its inception. Mrs. Ducey also commented on Family Reunification Day and how she felt when she saw the outcomes for parents who

successfully navigated through the systems and foster and birth families together at the same table. She noted the supportive environment and thanked C2C for their work. Mrs. Ducey opened up the floor for questions from the Council.

- Mr. Roy Dawson commended C2C and commented on ensuring the safety of the families in regards to mental health status upon exiting the system. He asked what services were available to support families post reunification. He shared his concern for the lack of African American support for AA families and services culturally sensitive.
- Mrs. Ducey will follow up with how long children and families are able to receive service post reunification. Ms. Roskens explained that discharge occurs when families are ready. Mrs. Ducey stated that the Council will look at older children and opportunity for council to support post reunification services.

## 9. Parenting Peer Supports

Mrs. Pidgeon introduced, Janet Garcia who briefly spoke about peer mentoring within child welfare. She explained that peer mentoring programs utilize individuals who have lived through a common experience as mentors to those currently experiencing same or similar issues. Parent allies are parents who successfully reunited with their children and navigated the systems. She noted that the program gives hope to those who are currently in the system and shows them that it works. Ms. Garcia stated that the program increases parent engagement and compliance, court attendance and reunification. She recognized retired Judge McNally for pioneering the program three years prior. Ms. Garcia introduced Karen Kline and Lindsey Shine to present on the parent to parent support program. Ms. Kline introduced herself as a retired DCS employee and commented that she was happy to see where DCS is headed. She continued to say that the program is operating in Maricopa county with support from Judge McNally and Casey Family. She explained that the parent allies are volunteers who are compensated for their time and receive support for their role. They hang out in courtrooms and meet new parents in order to tell them about the program and offer support. Parent allies will refer new parents to services, give support and share common experiences. Ms. Kline informed the Council about the Hope class that is offered 1x/month. In the class, parents learn dependency court process and responsibilities of parent, dcs, attorneys, GAL, CASA, and judicial officer. They are provided resources to help remove barriers and they take a pre and post test. The results measure self-awareness, trust in DCS, understanding of professional role, and enhanced empowerment. Ms. Kline introduced Lindsey Shine who is currently a parent ally. Ms. Shine shared her story and her experience with navigating the systems. She noted that she was not able to bring all of her children home due to circumstance of her case with DCS and lack of support. Ms. Shine noted that she eventually found community support she needed at the Center for Hope. She shared that she enrolled back in school and is currently getting associate's degree and already has a full scholarship to ASU. Ms. Shine stated she is no longer homeless and continuing to grow and bond with children. Ms. Shine talked briefly about the family treatment court and the role of the DCS liaison. She commented that she has hope about how agencies are changing perspectives on how parents are treated. She mentioned she is glad to be a part of the program and to be able to support parents and she is grateful for the experience. Ms. Kline briefly spoke about the pilot program and mentioned that the Family Involvement Center has two other pilot programs. There is also a parent support program in Yavapai County. She mentioned there are DCS co-locations in Mesa and Tempe and that parent support partners are able to attend TDMs with parents. The program's funding comes from behavioral health grant.

- Mrs. Ducey thanked Ms. Garcia for her presentation. She commended her for all her work and asked Ms. Kline how many parent allies are in the program. Ms. Kline stated there are five. Mrs. Ducey followed up and asked if they had any formal training. Ms. Kline explained that the parent allies receive 1:1 supervision and currently do not have consistent training. Program training modeled after program in Washington state.
- Director McKay thanked Ms. Kline and Judge McNally for their work. He commented that he loves the program. Director McKay recalled taking a trip with Casey family to Seattle and meeting Washington's group who began program. He discussed the challenges with helping people navigate through system. He noted that these programs are beneficial because they are able to do what government employees are unable to

due to impediments that are statutory in nature. He commented that a removal of regulations on DCS is needed in order for DCS to better engage, work with, and support families. Mrs. Ducey commented that it was important to have legislators be a part of the Council which is why Senator Kate Brophy McGee was now a member. Senator Brophy McGee addressed Director McKay and stated that she is willing to discuss the barriers in more detail and can open a folder when Director McKay is ready.

- Mr. Dawson addressed the Council and stated there is a great need for what was presented by Ms. Kline and Ms. Shine. Mr. Dawson informed the Council that his organization (AZCAAR) was putting together a , mothers support group for parents who have been involved with the system. He shared his concern that knowledge of the parent to parent support program is not widely known and asked why that is. He also commented that he felt like stakeholders were going down two tracks to get to the same place and posed the questions, "How do we all get on the same train and reach more people?" and "How do we bridge the gaps?" Mrs. Ducey stated that one goal of the Council was to bring information to make each other aware of programs and services and needs in the community. Mrs. Ducey admitted she did not know about the program until she had toured the facility. She emphasized that she strategically asked for a legislator (Senator Brophy McGee) who is familiar with child welfare work to be on the Council. Mrs. Ducey also stated that she was glad to have Director McKay say we need legislation.

## **10. Update on Recent and Upcoming Events**

Mrs. Ducey introduced Director Maria Fuentes. Director Fuentes informed the Council about Lighting Arizona Purple. She stated it is a month-long campaign that is sponsored by Petsmart, Home Depot, and the Coalition to End Domestic Violence. Director Fuentes mentioned that to promote Lighting Arizona Purple campaign, they are gathering commissioners to take pictures in front of the domestic violence stop sign after the meeting. Director Fuentes informed the Council about Red Ribbon Week. She forewarned that it would not take place on the Capital lawn this year. She briefly discussed the faith-based round table. Director Fuentes noted that GOYFF has been awarded \$2 million/year for 5 years for prevention serviced for 9-20 year olds to develop and expand programs for children and their caregivers. She mentioned that GOYFF is working with DCS on this project. Director Fuentes discussed the ACEs Summit and GOYFF partnership with the ACEs consortium and Casey Family. She noted that Governor and First Lady Ducey will be in attendance as well as Dr. Bruce Perry, who will be sharing on trauma informed care. In addition there will be tracks for professionals who are working in the areas of trauma, child care and preschool, juvenile justice, first responders, courts, law enforcement, and state agencies. Director Fuentes asked the Council to remember Mrs. Terrilyn Miller prayers and thoughts and that she is expected to return by January 2019. Director Fuentes informed the Council that the Summit will be held on December 11th at McCormick Ranch aka The Scottsdale and that save the dates and invitations will be sent out soon.

## **11. Subcommittee Reports**

### **African American Children and Families Subcommittee**

Mr. Roy Dawson, Subcommittee Chair, stated that the report for the African American Children & Families subcommittee was in the council members folders for their review. He shared that his summer was extraordinary as he visited and researched other faith-based models in order to learn how they address issues and identify opportunities impacting African American children. Mr. Dawson introduced Pastor Steve Colsy from Rockford, Illinois. Pastor Colsy, works with African American boys who are at risk and he shared his model with Mr. Dawson and AZCAA. Mr. Dawson asked for Mrs. Ducey permission to allow Pastor Colsy to speak and briefly share about the work he is doing in his community. Mrs. Ducey nodded in agreement. Pastor Colsy addressed the Council and discussed how his ministry, Total Faith Community Church works with at risk children, who feel unloved, have no emotional support, have learned not to care and do not want learn, because they feel like no one loves them. Pastor Colsy stated that he works with parents, teachers, administrators, and pastors to help children in his community succeed. He noted that parents often operate in survival mode so education is not on their list of priorities. He stated the focus of his program is to help children to create an education plan. He increased their interest in learning by giving them incentives like money. He noted that their attention span increased when they saw value and they

wanted to learn. He stated that they even stopped guessing, because when they would guess they would lose money. He also recognized that the students began to govern themselves and learn. He mentioned they were all children people said could not learn. The program also teaches the children social skills. He concluded by saying, "Helping children learn that education is valuable and they can learn and then seeing them try their best, it pays off." Mr. Dawson addressed the Council by saying, "We must be a voice for the voice that cannot speak, but we cannot speak what we have not heard." Mr. Dawson briefly spoke about trauma in African American families and children. He recognized council member Marcia Stanton for her help with trauma training and improving services and resources for African American children and families.

#### **Outreach Subcommittee**

Ms. Katie O'Dell, Subcommittee Chair, informed the Council that the outreach subcommittee's video project has been fully funded and it is expected to be finalized by end of year. The subcommittee will present the video to the Council upon completion.

#### **Partnerships Subcommittee**

Ms. Garcia, Subcommittee Chair, stated that the subcommittee will resume meetings in October. She discussed that the subcommittee's goals moving forward will be to continue to support license plate program, inform ACEs Summit and related work post Summit, be a liaison for Collective Impact to continue to ensure child well-being, and considering new goals and outcomes.

#### **Prevention Subcommittee**

Mrs. Mayo, Subcommittee Chair, reported that the subcommittee will continue to work on Angel Initiative, which is thriving and on the path to scaling. She stated that they will be looking for new initiative opportunities involving child care and early childhood education, presenting a united front around ACEs Summit and quality child care as well as a having a united front for trauma-informed care throughout the state.

#### **Support Subcommittee**

Ms. Black, Subcommittee Chair, informed the Council that the subcommittee's main focus is gathering information about trauma informed training available for parents. She stated that the survey summary will be provided at the next Council meeting.

### **10. Call to the Public**

Mrs. Ducey conducted a call to the public. There were no requests to speak by the public.

### **11. Future Meeting Dates and Adjournment**

Ms. Pidgeon noted the following meeting dates:

- November 8, 2018

Mrs. Ducey requested a motion to adjourn the meeting. Ms. Julie O'Dell motioned to adjourn. The motion was seconded by Mr. Terry Crist. The meeting adjourned at 12:08 PM.