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August 2020

Thanking Jo-Ann Byrne Sockolov for Her Invaluable Service



With much gratitude, we recognize our departing board chair, Jo-Ann Byrne Sockolov, for her years of commitment and service on the PCRC board. Jo-Ann joined the board in 2014, serving as member-at-large, secretary, vice-chair and as board chair for the last two years. She strived to apply principles of humanism to advance social equity within our community. “We wouldn’t be where we are today without Jo-Ann’s leadership. We are very grateful for her service, talent and guidance during these trying times and thank her for her leadership and governance,” says PCRC Executive Director, Michelle Vilchez.

As board chair, Jo-Ann sees her role within the organization as “a facilitator of purposeful action.” She worked with board members and staff to respectfully communicate with communities in San Mateo County. Through building skills to improve relationships, reduce conflict and prevent violence with the goal of helping communities grow and thrive, PCRC’s work during Jo-Ann’s tenure as board chair has increasingly been recognized. “We are receiving many requests for our programs, services, training, and consultation from local counties and from cities and organizations on a national level,” says Jo-Ann.

[Read More](#)

PCRC Staffing Updates: Promotions and New Opportunities

July was a busy month for staffing updates. Several associates found exciting new opportunities at partner nonprofits, where they will continue to impact local communities. We’ve also been thrilled to promote several employees from within and adjusting a few roles to better fit our teammates’ expertise.

[Read More](#)



Redwood City Racial Equity Community Dialogues



Redwood City is reviewing its community policing policies and is working to identify necessary changes to serve the community better. On June 10th, a [virtual town hall](#) on the topic of community policing brought 500 community members together with the mayor, vice-mayor, council members and the police chief. Throughout the town hall, the police chief answered the most commonly asked questions submitted by the community before the live meeting. The last half hour of the town hall was dedicated to hearing comments, concerns and questions directly from community members. The large number of participants wanting to take part in the process of initiating meaningful policing change prompted Redwood City to schedule additional public forum sessions.

In partnership with Redwood City, PCRC is moderating the [Community Dialogue Sessions](#). The goals of the dialogue series encompass bringing community members, elected officials, and city staff together to identify ways to meaningfully change city policies, service delivery and policing. Through sharing personal stories and perspectives, participants will gain understanding and cultivate community trust, and deepen understanding of the complex issues related to racial equity. The community-level discussion will impact the policy, priorities, and stakeholder processes of decision-makers. New or strengthened community partnerships and collaborations will be initiated and individuals will learn and develop new attitudes, behaviors, and beliefs through public participation, encouraging emerging leaders.

[Read More](#)

Welcome José R. López, Manager of Facilitation Services



We are excited to welcome José R. López, Ed.D. as our new Manager of Facilitation Services. The position oversees the design and delivery of PCRC's facilitation services. José began working with us in March and has enjoyed being able to work in the community and is looking forward to furthering social justice issues. As manager of facilitation services, José will promote group facilitation activities, develop and manage relationships with partners and clients, to advance participatory processes in the community.

José came to us after serving as Senior Program Coordinator at the Institute for Civic and Community Engagement, where he connected San Francisco State University faculty and students to community service learning and civic engagement opportunities. He was involved in administering the America Counts and America Reads programs, created the Civic Engagement Fellows program and oversaw marketing content.

José holds a Doctor in Education in Educational Leadership from San Francisco State University and a Doctor of Philosophy from Texas A&M University.

Real Talk San Mateo Virtual Dialogues



In June, the San Mateo Police Department initiated “[Real Talk San Mateo](#),” to discuss equity in community policing. City government and community leader panelists provided timely information to the community during the first two discussions. The third virtual gathering on July 14th was a dedicated listening session where the police department and city leaders heard public comments and questions. San Mateo Police Chief Ed Barberini, City Manager Drew Corbett and Officer Lupe Mejia were on the panel wanting to learn from the community about unseen issues that need to be addressed.

PCRC was invited to moderate the public comment session to ensure equity in the process. Executive Director Michelle Vilchez set out the expectations of the meeting for community participants to follow. They would have two minutes to share their experiences, comments and questions respectfully. José López, Manager of Facilitation Services, helped Michelle track participant’s time and issued polls throughout the event. The first poll he took gauged who was in the

audience finding that out of the 100 audience members, 53% lived in San Mateo and 28% lived and worked in San Mateo.

Many voices were heard throughout the dialogue session with varying perspectives. The [questions and comments](#) shared were used to help inform the San Mateo Police Department budget discussions and will help shape policy and future city services. The answers to the questions asked during the session have been provided online. With a focus on inclusion and accessibility, the August 18th episode of Real Talk San Mateo at 6 pm will feature youth perspectives and seniors will have a dedicated opportunity to be heard in September.

Impacts of COVID-19 on Youth



There's no doubt that the spring 2020 school semester was put into disarray when the pandemic shut down schools across the nation. Educators and students had to find new ways to connect since meeting in person was no longer allowed. PCRC pivoted its administered programs like the Central County Prevention Partnership (CCPP) in conjunction with San Mateo County Health Behavioral Health and Recovery Services. CCPP youth participants who advocate for reduced youth access to drugs and alcohol were scheduled to make presentations about their work at a community event. Since the event couldn't take place and considering the many changes they endured at the end of the school year, they decided to hold a [virtual dialogue](#) to address the impacts COVID-19 has had on youth and education providers.

[Read More](#)

PCRC & Partner Events

DIÁLOGOS COMUNITARIOS SOBRE EQUIDAD RACIAL

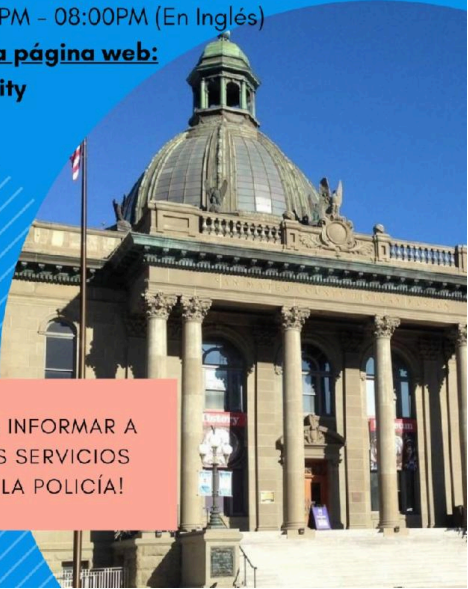
Redwood City.

Martes, **28 de Julio**, 06:00PM – 08:00PM (En Inglés)
Sabado, **8 de Agosto**, 10:00AM – 12:00PM (En Español)
Jueves, **13 de Agosto**, 03:00PM – 05:00PM (Para Jovenes)
Lunes, **17 de Agosto**, 06:00PM – 08:00PM (En Inglés)
Jueves, **27 de Agosto**, 06:00PM – 08:00PM (En Español)
Miércoles, **2 de Septiembre**, 06:00PM – 08:00PM (En Inglés)

Para registrarse en Zoom visite la página web:
www.redwoodcity.org/racialequity

*Limite de 80 personas por cada sesion y limite de una sesion por cada persona.





PARTICIPE EN EL DIÁLOGO PARA INFORMAR A LA CUIDAD COMO MEJORAR LOS SERVICIOS PÚBLICOS Y LOS SERVICIOS DE LA POLICÍA!

COMMUNITY DIALOGUES ON RACIAL EQUITY

Redwood City.

Tuesday, **July 28**, 06:00PM – 08:00PM (English)
Saturday, **August 8**, 10:00AM – 12:00PM (Spanish)
Thursday, **August 13**, 03:00PM – 05:00PM (English-Youth)
Monday, **August 17**, 06:00PM – 08:00PM (English)
Thursday, **August 27**, 06:00PM – 08:00PM (Spanish)
Wednesday, **September 2**, 06:00PM – 08:00PM (English)

To Register on Zoom go to:

www.redwoodcity.org/racialequity

*Limit of 80 people per session
due to the small group discussions
and one session per person.



JOIN THE DIALOGUE AND SEEK WAYS TO
MEANINGFULLY CHANGE CITY POLICIES,
SERVICE DELIVERY, AND POLICING!







**NONPROFIT LEADERSHIP
BOOTCAMP**



The nonprofit sector needs resilient and knowledgeable leaders to deliver integral services, especially now, amid COVID-19 related challenges and the subsequent impact of the pandemic. The intensive Boot Camp is a 4-day, not-for-credit certificate course for new executives, managers, and emerging professionals from the nonprofit sector.

CEN Nonprofit Leadership Certificate Boot Camp

Starts August 18, 2020

[More Information](#)

Trauma-informed Leadership in Times of Crisis



This training provides guidelines for leaders on how to support yourself, others and systems in times of crisis. This can be particularly impactful as leaders set the stage for how organizations respond and how staff are affected. We will be covering the 4 phases of a pandemic (specific focus on leadership supports in

each phase) and applying the 5 C's to leadership in the pandemic response phase.

[Register Here](#)
Mon, August 24, 2020
1:00 PM – 2:30 PM PDT

5 C's of Leading During a Pandemic

Give People Clarity  Do Keep staff up to date with clear, accurate and essential information. Make quick decisions, but remember to invite communication re: impact. Make clear written talking points for supervisors to ensure consistency. Follow up hierarchical decisions with inclusive conversations re: impact. Don't Don't use too many words or assume people have same information.
Build Team Cohesion  Do Reinforce that everyone holds a piece of the puzzle. Reinforce that "all of us is better than one of us." Trust and support others to speak vulnerably and freely. Don't Don't reinforce tendencies toward self-interest. Don't say "I" more than "We."
Connect With Your People  Do Be human, present, & available. Connection is central to healing. Practice relational leadership. Listen carefully and address concerns. Show care and concern before challenging others to grow or stretch. Don't Don't move too fast into problem-solving before connecting.
Communicate  Do Communicate early and often. Use 3 R's: Review, Repeat, Reinforce Communication must clear, constant, consistent, multimodal. Give talking points to all levels of supervisors for consistent messaging. Use predictable methods: e.g regular check-ins, huddles, or email blasts. Don't Don't assume people know or can provide same information to others.
Have Courage  Do Be positive, proactive, and honest. Be definitive and take responsibility for your actions. Prioritize progress over perfection. Don't Don't blame others for mis-steps. Don't fall into analysis paralysis.

Donate to PCRC Today



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