



Robert P. Astorino
County Executive

Department of Social Services

Kevin M. McGuire
Commissioner

42273

Date: September 17, 2014

To: Board of Acquisition and Contract

From: Kevin M. McGuire, Commissioner
Department of Social Services

Re: **Resolution authorizing the County of Westchester to enter into an agreement with the People's Institute for Survival and Beyond, Inc. (the "People's Institute") pursuant to which the People's Institute will provide workshops and technical assistance to the Department of Social Services' Division of Child Welfare for the period June 1, 2014 through December 31, 2014 for an amount not to exceed \$112,000**

Authority is requested for the County of Westchester, acting by and through its Department of Social Services ("the Department"), to enter into an agreement with the People's Institute for Survival and Beyond, Inc. (the "People's Institute") pursuant to which the People's Institute will provide workshops and technical assistance to the Department of Social Services' Division of Child Welfare for a period from June 1, 2014 through December 31, 2014 for an amount not to exceed \$112,000 to be paid on a monthly basis pursuant to an approved budget and subject to appropriation. The cost of each workshop has not changed from 2013 to this year. Each workshop is \$16,000 which is 2 1/2 days. This year we allocated \$112,000 which equates to 7 workshops. The reason for the reduction was that we allocated the amount of trainings to those who did not attend the training under 2013 agreement. Our initial outcome was to ensure that most Child Welfare staff attended these workshops in 2013.

The People's Institute was formed in 1980 as a cooperative effort between two prominent social change organizations: Help Us Make A Nation (HUMAN) and The Southern Organizing Committee for Economic and Social Justice (SOC). Founders, Dr. Jim Dunn and Ron Chisom, worked to establish a training institute that provides not only community organizing skills, but an analysis of principles and values that make these skills useful. The flagship program of the People's Institute is the "Un-Doing Racism" workshop. Based on the notion that racism has been consciously and systemically erected in American society, the People's Institute teaches that it is each individual's responsibility to dismantle the legacy of racism.

The services to be provided pursuant to this agreement will serve a **public purpose** as the workshops offered by People's Institute will help staff in the Department's Division of Child Welfare understand how decisions made within the context of their work is or is not affected by racism. The provision of these workshops for staff in the Division of Child Welfare is a significant part of the Department's effort in response to the mandatory New York State Performance Improvement Plan (PIP) through which the Department is working to reduce the length of stay of children placed in foster care. The workshops are also part of an effort within the State of New York to reduce the high rates of placement of children of color in foster care and other out of home placements.

The **goals and objectives** of this contract are to provide workshops and technical assistance to the Division of Child Welfare in an effort to reduce the disproportionality and disparity in the placement of children of color in foster care and other out of home placements. The workshops are designed to provide valuable information needed by staff in the Division of Child Welfare in order to make decisions that do not lead to the disproportionate placement of children of color.

The **goals and objectives are in the best interest of the County in terms of public safety** as the workshops and technical assistance provided by the People's Institute address safety issues and permanency plans of children in out of home care. The workshops and technical assistance provided through the People's Institute will assist staff in the Division of Child Welfare on the recognition of institutional racism and the impact it has on their work. Staff will develop awareness and understanding about skills to use in undoing racial disproportionality in placement of children of color. With training and technical assistance, participants in the workshops will be more likely to create sustainable solutions to increase safety and prospects of permanency for children in the County of Westchester.

The **goals and objectives are in the best interest of the County in terms of public health** of the youth and families of Westchester County because the services provided by the People's Institute address the health and well-being of children, while reducing the disproportionate placement of children of color in foster care and other out of home placements. Participants in the workshops will be better prepared in engaging parents, guardians and extended family members in the process of developing a safety and permanency plan for children, without making decisions that cause disparities in foster care placements.

The **goals and objectives are in the best interest of the County in terms of fiscal responsibility** as the workshops and technical assistance offered by the People's Institute are designed to meet the requirements of the mandatory New York State Performance Improvement Plan (PIP). The Department would avoid financial sanctions by adhering to the mandatory NYS requirements of the PIP which are aimed at reducing the length of stay and re-entry of children in foster care. The benefit to the County of Westchester and taxpayers is the cost avoidance of maintaining children in out of home placements.

The **goals and objectives will be tracked and monitored using the performance measurement indicators** developed by the department. The vendor will submit monthly statistics and quarterly performance reports in the format approved by the Department. The Department will be responsible for setting the milestones and tracking the vendor's achievements by reviewing the performance reports submitted by the vendor and making onsite visits.

The Department can report that the vendor met the targets and completed the number of trainings as scheduled under the 2013 agreement.

Performance Measurement Indicators to be tracked by the Department will include the following:

1. Training of 240 members of staff
2. Number of trainings to be provided (target 7)
3. Submission of in-depth follow up survey after each training
4. Compilation of final report on goals/progress and recommend next steps to address disproportionality issues

This agreement is exempt from the Westchester County Procurement Policy and Procedures pursuant to Section 3 (a) (ix) as this procurement is for a contract with teachers, lecturers and other educational professionals. The Federal Common Grant Rule does not apply to this procurement as the services provided hereunder are exempt under the Foster Care Block Grant.

Accordingly, the County of Westchester is hereby requesting authority to enter into an agreement with the People's Institute for Survival and Beyond, Inc. for the aforesaid purpose. An appropriate resolution is attached herewith for your Honorable Board's approval.

RESOLUTION

Upon a communication from the Commissioner of the Department of Social Services, be it hereby

RESOLVED, that the County of Westchester, acting by and through its Department of Social Services (The Department), is hereby authorized to enter into an agreement with the People's Institute for Survival and Beyond, Inc. (the "People's Institute") pursuant to which the People's Institute will provide workshops and technical assistance for staff in the Department's Division of Child Welfare for the period June 1, 2014 through December 31, 2014 for an amount not to exceed \$112,000 to be paid on a monthly basis pursuant to an approved budget; and be it further

RESOLVED, that this Contract is subject to County Appropriations; and be it further

RESOLVED, that this Agreement is also subject to further financial analysis of the impact of any New York State Budget (the "State Budget") proposed and adopted during the term of this Agreement. The County shall retain the right, upon the occurrence of any release by the Governor of a proposed State Budget and/or the adoption of a State Budget or any amendments thereto, and for a reasonable time after such release(s) or adoption(s), to conduct an analysis of the impacts of any such State Budget on County finances. After such analysis, the County shall retain the right either to terminate this Agreement or to renegotiate the amounts and rates approved herein. If the County subsequently offers to pay a reduced amount to the Contractor, then the Contractor shall have the right to terminate this Agreement upon reasonable prior written notice; and be it further

RESOLVED, that the County Executive or his duly authorized designee is hereby authorized to take such action and execute such documents as may be necessary and proper to effectuate the purposes hereof.

Account to be
Charged/Credited

Fund	Dept	Major Program, Program & Phase Or Unit	Object/ Sub-Object	Trust Account	Dollars
101	22	8900	5960	-----	\$112,000

Budget Funding Year(s): 2014 Start Date: 6/01/14 End Date: 12/31/14
(must match resolution)

Funding Source

Tax Dollars: 32%

State Aid: 47%

\$112,000
(must match resolution)

Federal Aid: 21%

Other:

APPROVED BOARD OF ACQUISITION & CONTRACT - 11/06/2014 - JOHANNY WEIRA SECRETARY