Governor's Office of
Early Childhood Development
Illinois Early Learning Council

Early Learning Council

Racial Equity One-Pager

Racial Equity Definition

A racially equitable society values and embraces all racial/ethnic identities. In such a society, one's racial/ethnic identity (particularly Black, Latino, Indigenous, and Asian) is not a factor in an individual's ability to prosper.

An early learning system that is racially equitable is driven by data and ensures that:

• Every young child and family regardless of race, ethnicity, and social circumstance has everything s/he/they need to develop optimally;

• Resources, opportunities, rewards, and burdens are fairly distributed across groups and communities so that those with the greatest challenges are adequately supported and not further disadvantaged; and

• Systems and policies are designed, reframed, or eliminated to promote greater justice for children and families.

Racial Equity Priorities

1) Align and standardize race/ethnicity data collection and reporting;

2) Evaluate and identify whether processes for distributing resources exacerbate racial disparities, including agency contracting;

3) Address racial/ethnic disparities in terms of workforce compensation and advancement;

4) Eliminate racial/ethnic disparities for children participating in all programs that contribute to school readiness and life success by addressing racial disparities in enrollment in preschool for 3- and 4-year-olds and in prenatal to age 3 services.

Race Forward Racial Equity Impact Assessment Questions

• What adverse impacts or unintended consequences could result from this policy?

• Which racial/ethnic groups could be negatively affected?

• How could adverse impacts be prevented or minimalized?

• What positive impacts on equity and inclusion, if any, could result from this proposal?

• Which racial/ethnic groups could benefit?

• Are there further ways to maximize equitable opportunities and impacts?

• Are there better ways to reduce racial disparities and advance racial equity?

• What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?