

ELC Executive Committee Racial Equity Retreat
July 24, 2019 - 10:00AM-3:00PM
Erikson Institute, 451 N. LaSalle Dr., Rooms 201-202
Chicago, IL 60654

Minutes

In attendance

Executive Committee Members:

Karen Berman*, Shauan Ejeh, Gaylord Gieseke, Cornelia Grumman, Dan Harris, Sergio Hernandez (for Carisa Hurley*), Nakisha Hobbs, Dr. Kimberly Mann*, Sylvia Puente, Cristina Pacione-Zayas*, Diana Rauner, Jesse Ruiz, Sara Slaughter, Irma Snopek, Teri Talan, Dr. Cynthia Tate*, Maria Whelan, Yosie Yanguas

Non-Members:

Dr. Aisha Ray*, Sandy De Leon*, Hannah Kaare, Maggie Koller, Penny Smith, Bryan Stokes*, Julia Zhu*

*denotes Illinois BUILD Team membership

10:00 a.m. – 10:20 a.m. Welcome and brief review of agreements

Dr. Aisha Ray introduced herself and asked everyone in the room to state their name and the organization for which they work. She then reviewed the agenda, the ELC's racial equity definition, and the priority areas identified by the BUILD Team in last year's retreat.

10:20 a.m. – 10:30 a.m. The new administration and emerging opportunities

Three initiatives being pursued under the new administration (PN3, PDG B-5, and the Early Childhood Finance Commission) were described and discussed. All the work will come together as it moves forward, and the racial equity strategies decided upon today should support it.

10:30 a.m. – 11:00 a.m. Overview of ELC Committees' racial equity work to date

Co-chairs from each of the Committees (Access, Integration and Alignment, Home Visiting Task Force, Quality) described the racial equity work taking place within their committee and subcommittees.

11:00 a.m. – 11:30 a.m. Priority identification activity

Dr. Ray asked everyone to review 12 racial equity priorities and choose the three they think are most important. To frame the decision-making, she asked everyone to think about the priorities in the context of the next 2 years and the current opportunities in the state.

11:30 a.m. – noon Lunch

Noon – 12:15 p.m. Activity report out

Dr. Ray started the afternoon by identifying which priorities had the most votes.

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 race/ethnicity disparities in terms of workforce compensation and advancement. For example, lead teachers are predominantly White (<80%) versus people of color in lower positions.
4. Write in: Eliminate racial/ethnic disparities for children participating in all programs that contribute to school readiness and life success.

- a. Address racial disparities in enrollment in preschool for 3- and 4-year-olds
- b. Address racial disparities in enrollment in prenatal to age 3 services

Next, everyone split into 5 work groups (Access, Quality, Home Visiting, Integration and Alignment, Governance/Membership) to develop work plans, including a charge, actions steps, metrics, and barriers.

12:15 p.m. – 1:15 p.m. Work plan development

Groups worked at their tables.

1:15 p.m. – 2:30 p.m. Work plan report out and discussion

The full group reconvened to report out on what was discussed at each table.

2:30 p.m. – 2:55 p.m. ELC and state agency collaboration on racial equity

Dr. Ray transitioned to conversation about state agency collaboration on the racial equity work of the ELC. There was a discussion around simplified data sharing from state agencies and the importance of ongoing, cross-systems collaboration.

2:55 p.m. – 3:00 p.m. Closing reflections

Dr. Ray thanked everyone for coming today. The BUILD Team will compile and share the guiding ideas identified today and the ELC will determine next steps. The meeting was adjourned.