

Early Learning Council Executive Committee Retreat on Racial Equity

July 24, 2019
10:00 a.m. - 3:00 p.m.



Agenda of Retreat

1. 10:00-10:20 Welcome and brief review of agreements [Aisha Ray]
2. 10:20-10:30 The new administration and emerging opportunities [Cynthia Tate]
3. 10:30-11:00 Presentations of committee work plans—Quality, Access, Home Visiting Task Force, Integration and Alignment [Committee Co-Chairs]
4. 11:00-11:30 Exercise to assess ELC Exec's emerging consensus on 12 priorities
5. 11:30-12:00 Lunch
6. 12:00-12:15 Report back on 12 priorities activity and results

Agenda of Retreat

- 7. 12:15-1:15 Work plan development
- 8. 1:15-2:30 Report of each work group and full group discussion
- 9. 2:30-2:55 How can ELC support and work with agencies to do racial equity work?
- 10. 2:55-3:00 Closing reflections



Commitments for Challenging Conversations

- ❖ Stay engaged
- ❖ Experience discomfort
- ❖ Speak your truth
- ❖ Expect and accept non-closure
- ❖ Assume positive intent
- ❖ Own your own learning
- ❖ We are responsible for each other
- ❖ Understand multiple means of interaction must respect others “methods”
- ❖ *Other commitments?*





Welcome and Brief Review of Current ELC Racial Equity Work

Racial Equity Definition

Developed by the ELC Executive Committee (7/12/18)

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.

Strategies to Dismantle Racialization

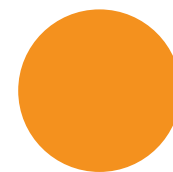
- Racial equity
- Transformative public policy changes
- Transformative narratives about race
- Strategies having their intended effects
- Mechanisms to anticipate retrenchment and resistance
- Collective capacities of organizations and coalitions [\(S. Leiberman, 2010\)](#)

Priority Areas

- **Committee Structure:** Does the ELC/Exec have benchmarks around leadership and retention of people of color? How can the ELC/Exec actively build a culture of inclusion and equity?
- **Quality:** What are some strategies to ensure that support for improving quality in site-based services are racially and culturally inclusive?
- **Access:** How do race and ethnicity data inform the priorities and practices, decision-making processes, and recommendations of the ELC/Exec?
- **Family Voice:** How does the ELC/Exec ensure that it is responsive to current and emerging issues in communities of color?

BUILD State Team Recommendations

- **Use 3 bullets from RE Definition as overarching ELC Exec Goals**
 - Every young child and family regardless of race, ethnicity, and social circumstance has everything s/he/they need to develop optimally;
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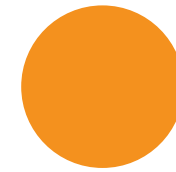


The New Administration and Racial Equity for Illinois' Young Children:

PN3

PDG B-5

Finance Commission



Committee work plan reports:

Quality

Access

Home visiting

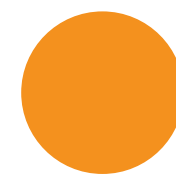
Integration and Alignment

Overarching Strategies Reflected in Work Plans

- **BUILD Team members reviewed the 4 work plans and extracted goals from each area that would be applicable across all committees.**
- Those become 7 overarching strategies:
 1. Identify and implement racial equity vetting tool (all committees use same tool)
 2. Assure that interventions designed to increase young children's social and emotional well being include multiple strategies for assessment, are strengths-based, and culturally reflective.
 3. Be proactive about inclusion of a broad representation with a racial equity lens

Overarching Strategies (continued)

4. Ensure mutual accountability in decision-making and ongoing inclusion in decision making processes
5. Create a strategy for recruitment, onboarding succession planning and term limits with a racial equity lens
6. Establish what our child-centric racial equity goals are (taking into account poverty, trauma, race/ethnicity, and geography)
7. Determine metrics and identify processes to measure and monitor progress



Twelve Racial Equity Priorities

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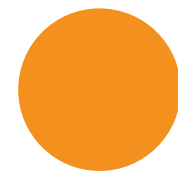
1. Align and standardize race/ethnicity data collection and reporting.
2. Align funding of community systems development to address racial disparities in access to collaboration building resources.
3. Evaluate and identify racial disparities in early literacy.
4. Address race/ethnicity disparities in terms of workforce compensation and advancement. For example, lead teachers are predominantly White (>80%) versus people of color in lower positions.
5. Address racial disparities in state agency employment for early childhood services, especially in leadership positions.
6. Every agency should adopt a process-based disproportionality analysis such as that of DCFS.

Twelve Racial Equity Priorities (continued)

7. Address racial disparities in enrollment in preschool for 3 and 4 year olds.
8. Address racial disparities in access to Early Intervention and Early Childhood Special Education.
9. Address racial disparities in access to adequate prenatal care, particularly high quality, culturally and linguistically appropriate care.
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11. Address racial disparities in access to adequate prenatal care, particularly high quality, culturally and linguistically appropriate care.
12. Address racial disparities in access to adequate infant/early childhood mental health services.

Activity

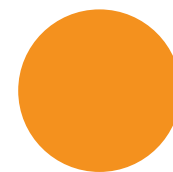
- Purpose: To assess current consensus of 12 priorities for the racial equity work of the ELC EX
- Refer to the sheet on your table titled *Twelve Priorities to Advance Racial Equity in Illinois*. You are asked to vote on your 3 top tier priorities.
- The sheet has the 12 priorities. Please select your 3 most important priorities.
- On the large post-it sheets in the room place an (X) next to your 3 priorities.



Lunch

Brief Report Back on 12 Racial Equity Priorities

1. Align and standardize race/ethnicity data collection and reporting.
2. Align funding of community systems development to address racial disparities in access to collaboration building resources.
3. Evaluate and identify racial disparities in early literacy.
4. 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.
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Work Plan Development

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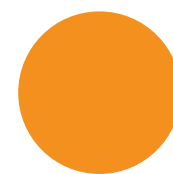
- Divide into work groups:
 - Quality
 - Access
 - Home Visiting
 - Integration and Alignment
 - Governance/Membership
- Workgroups complete the following
 - Charge to the committees including
 - Racial equity charge/priorities/goals
 - Actions to achieve goals in consideration of the priorities
 - Metrics of progress and success
 - Barriers and challenges to achieving



Full Group Sharing of Each Work Group's Results

Key discussions questions

1. What is the racial equity charge you developed? What priorities and goals have you identified?
2. To achieve goals and priorities what actions do you propose?
3. What metrics of progress and success will you use?
4. What barriers and challenges to achieving your goals do you anticipate you will encounter?



How can ELC
support and
work with
agencies to
advance racial
equity?

What are the processes by which the ELC can support agencies to advance racial equity?

- What kind of support do agencies want from the ELC?
- What kind of support is the ELC prepared to provide to agencies to advance racial equity work?

Closing Reflections