

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 whether processes for distributing resources exacerbate racial disparities, including in agency contracting.
4. Address racial disparities in state agency employment for early childhood services, especially in leadership positions.
5. Every agency should adopt a process-based disproportionality analysis such as that of DCFS.
6. 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.
7. Evaluate and identify racial disparities in early literacy.
8. Address racial disparities in enrollment in preschool for 3- and 4-year-olds.
9. Address racial disparities in enrollment in prenatal to age 3 services.
10. Address racial disparities in access to Early Intervention and Early Childhood Special Education.
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.